



GUAM ETHICS COMMISSION
Kumisión i Ginihan Areklamenton Guåhan
Government of Guam
134 W. Soledad Ave., BOH Bldg. Ste. 406
Tel: 671-969-5625 | Telefax: 671-969-5626

Transmitted Via Electronic Mail

February 3, 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 Guahan
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96910

Honorable Benjamin J. F. Cruz
Public Auditor
Office of Public Accountability
238 Archbishop Flores St. Suite 401, DNA Bldg
Hagåtña, GU 96910

Honorable Douglas B. Moylan
Attorney General of Guam
Office of the Attorney General of Guam 590 S.
Marine Corps. Dr. Suite 901 Tamuning, Guam
96913

Re: Reporting Requirements for Boards and Commissions – January 2025

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

On behalf of the Guam Ethics Commission, respectfully transmitted herewith is the reporting requirements of 5 GCA Chapter 8 § 8113.1 regarding the Guam Ethics Commission's regular meeting held on January 30, 2025.

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

Si Yu'os Ma'ase!

JESSE JOHN QUENGA, CM[®], LPEC
Executive Director

Enclosure: Guam Ethics Commission January 30, 2025 Meeting Packet



GUAM ETHICS COMMISSION

Kumisión i Ginihån Areklåmenton Guåhån

Government of Guam

134 W. Soledad Ave., BOH Bldg. Ste. 406 Tel:

671-969-5625 * Telefax: 671-969-5626

GUAM ETHICS COMMISSION MEETING PACKET

January 30, 2025

12:30 PM



GUAM ETHICS COMMISSION

Kumisión i Ginihan Areklamenton Guåhan

COMMISSIONERS

Christopher A. Cruz
Chairman

Margaret E.R. Tyquiengco
Vice-Chairwoman

Marilyn R. Borja

Robert S. Jack, MD

Daphne M. Leon Guerrero

Shannon J. Murphy

COMMISSION STAFF

Jesse J. Quenga CM, LPEC
Executive Director

Pamela D. Mabazza LPEC
*Ethics Investigation &
Compliance Officer II*

Reuben C. Bugarin LPEC
*Ethics Investigation &
Compliance Officer II*

Arielle L. Navarro
Administrative Assistant

Regular Meeting
Thursday, January 30, 2025
12:30 PM

AGENDA

I. Call to Order / Roll Call of Members

II. Approval of Minutes

a. November 15, 2024 – Regular Meeting

III. Executive Director's Report

IV. Closed Proceedings 4 GCA 15 §15401

ETH-23-110-OT-201 | ETH-23-115-COI-202 | ETH-23-122-UT-201
ETH-24-002-UT-202 | ETH-24-003-UT-202 | ETH-24-008-UT-202
ETH-24-009-UT-202 | ETH-24-010-UT-202 | ETH-24-011-UT-201
ETH-24-012-UT-201 | ETH-24-013-OT-202 | ETH-24-014-COI-201
ETH-24-015-UT-202

V. Unfinished Business

- a. Review and Approve Draft Fiscal Year 2026 Budget Request
- b. Review and Approve Draft Commission Logo

VI. New Business

a. Commission to Act on the Following Cases:

ETH-24-002-UT-202 | ETH-24-003-UT-202 | ETH-24-008-UT-202
ETH-24-009-UT-202 | ETH-24-010-UT-202 | ETH-24-011-UT-201
ETH-24-012-UT-201 | ETH-24-013-OT-202 | ETH-24-014-COI-201
ETH-24-015-UT-202

b. Election of Officers

VII. Executive Session 5 GCA 8 §8111

VIII. Announcements

IX. Adjournment

Guam Ethics Commission Board Meeting - Minutes

Date: November 15, 2024

Time: 12:15 pm

Location: Zoom/In Person

I certify that the record above is true and correct.

Attested By:

JESSE J. QUENGA, CM, LPEC
Board Secretary, Executive Director

I. Call to Order / Roll Call of Members

a. Members Present:

1. Chairman, Christopher A. Cruz
2. Vice Chairwoman, Margaret E. R. Tyquiengco
3. Shannon J. Murphy, Commissioner
4. Dr. Robert Jack, Commissioner

b. Members Absent:

1. Marilyn Borja, Commissioner
2. Daphne M. Leon Guerrero, Commissioner

c. Staff Present:

1. Jesse J. Quenga, Executive Director
2. Pamela D. Mabazza, Ethics Investigation and Compliance Officer II
3. Arielle L. Navarro, Administrative Assistant

Motion: S. Murphy motion to excuse members not present

Seconded: Dr. Jack

Discussion: None

Decision: Motion Carries

II. Approval of Minutes

August 30, 2024 – Regular Meeting

MOTION: Dr. R. Jack motion to approve the August 30, 2024 minutes

Seconded by: S. Murphy

Discussion: None

Decision: Motion Carries

III. Executive Director's Report

a. Reconciliation of FY2024 Accounts

- We are pleased to inform the Commission that we are nearing the completion of the account reconciliation and the closing of the FY2024 books. I have been diligently working to ensure all financial records and transactions are accurately documented and aligned with our standards. Recently, we received a preliminary report from the Division of Accounts (DOA) indicating some discrepancies with payroll charges. We are actively working with the agency to clarify these issues and ensure all discrepancies are resolved promptly.

Additionally, there are a few pending vendor payments that remain outstanding. Our team is coordinating with the respective vendors to clear these payments before the books are officially closed. We are confident in achieving this and maintaining reporting accuracy. Further updates will be provided as we progress towards finalization.

b. Community Presentation on Ethics

- Commission staff participated in another community presentation at the Guam Coalition Against Sexual Assault & Family Violence Annual Conference. Reuben Bugarin and Pamela Mabazza had the pleasure of engaging with conference attendees during a breakout session titled "Ethics in Government" We appreciated the opportunity to connect with coalition members and share insights about the commission's work and the importance of government ethics. This event enabled us to foster relationships and raise awareness about our initiatives within the government and not-for-profit communities.

c. Ethics Website

- We are pleased to report that we have successfully incorporated the 'www.ethics.guam.gov' domain to redirect to our current webpage, 'guamethics.com.' The transition was seamless, and we saw no webpage issues such as missing links or rearranged information displays.

d. Establishment of Accounts – Fiscal Year 2025

- As of October 1st, the Commission appropriation accounts have been successfully activated. Furthermore, all account subcategories have been fully allotted, ensuring that funds are distributed appropriately to meet our operational needs. This marks a significant step forward in our financial planning for the upcoming fiscal period.

e. D365 Purchase Order Access

- I am pleased to inform you that at the start of the fiscal year, the Department of Administration (DOA) approved our request to be granted procurement manager status within the new Financial Management Information System (FMIS). This newly granted access marks a significant milestone for our operations. It enables commission staff to directly enter Commission-approved purchase orders into the system, thereby streamlining the entire purchase order registration process. This improved efficiency will not only save time but also enhance the accuracy of our procurement activities, ensuring that all transactions are handled swiftly and effectively. We are grateful to DOA for their continued support as we implement these advancements.

f. Ethics Training Compliance Report

- In accordance with 4 GCA 15 §15410.(d), all entities within the government of Guam are required to submit an ethics training compliance report to the Commission. We are pleased to report that, for the fourth consecutive year, we have achieved a 100% compliance rate among all reporting agencies. Reminder notices were dispatched to the various government offices, and I would like to extend my gratitude to the Commission Staff for their diligence in following up with each respective agency to ensure compliance. Notably, the ethics training compliance report remains the only required report that has consistently seen full Compliance.

g. Ethics Training Update

- The participation figures for both in-person and online training are shown below.

Month	Live Workshop	Online Workshop	TOTAL
September	114	146	260
October	0	183	183
November	86*	33*	119

h. FY2025 Budget Status

a. FY2025 Budget Status

A	B	C	D	E	L	M
Account Code	Budget Act(s) Appropriations 37-125	Reserve	FY 2024 Allotments (B - C)	Year to Date Exp. / Encumb. As Of: 10/1/24	Other Requirements	Projected Lapse / (Shortfall) [D - (E + G + L)]
111 Salary	264,085.80	0	264,086	0	0	1,510
112 OT	0.00	0	0	0	0	0
113 Benefits	115,763.26	0	115,763	0	0	3,632
TOTAL PerSvs	379,849.06	0	379,849	0	0	5,142
220 Travel	26,019.20	0	26,019	0	26,019	1/0
230 Contract	54,218.74	0	54,219	0	54,219	2/0
233 Rent	65,992.80	0	65,993	0	65,993	3/0
240 Supplies	1,500.00	0	1,500	0	1,500	4/0
250 Equip.	0.00	0	0	0	0	0
271 Drug Testing	0.00	0	0	0	0	0
280 Sub.Rec.	0.00	0	0	0	0	0
290 Misc.	16,030.30	0	16,030	0	16,030	5/0
361 Power	0.00	0	0	0	0	0
362 Water	0.00	0	0	0	0	0
363 Tele.	9,069.90	0	9,070	0	9,070	6/0
450 Cap. Out.	0.00	0	0	0	0	0
TOTAL Opers	172,830.94	0	172,831	0	172,831	0
TOTALS	552,680.00	0	552,680	0	172,831	5,142.32

VI. Unfinished Business

a. Review and Approve Advisory Opinion (AO-24-001)

Motion: Dr. R. Jack motion to approve Advisory Opinion AO-24-001

Seconded: S. Murphy

Discussion: None

Decision: Motion Carries

VII. New Business

a. Commission to Act on the Following Case:

ETH-24-001-OT-202 | ETH-24-002-UT-202 | ETH-24-003-UT-202

ETH-24-004-COI-201 | ETH-24-005-CI-201 | ETH-24-006-OT-201

ETH-24-010-UT-202 | ETH-24-011-UT-201 | ETH-24-012-UT-201

Motion: M.Tyquiangco motion to table Item A due to lack of quorum.

Seconded: C.Cruz

Discussion: None

Decision: Motion Carries

b1. Review and Approve Ethics in Government Program (EIGP) Training Fee for FY 2025

Motion: M.Tyquiangco motion to wave EIGP training fees for FY 2025

Seconded: C.Cruz

Discussion: None

Decision: Motion Carries

b2. Refund the Judiciary of Guam's EIGP training fees for FY 2024

Motion: S. Murphy motion to refund the Judiciary of Guam's EIGP training fees

Seconded: C.Cruz

Discussion: None

Decision: Motion Carries

c. Review Draft Fiscal 2026 Budget Request

*The commissioners will review the budget request and provide recommendations at the next board meeting in December.

d. Review and Approve the Draft Commission Logo

*Commissioner S. Murphy suggested changing the design and colors to reflect more of Guam's culture and heritage. The team will make the suggested changes and present the revised logo at the next Commission meeting.

e. Executive Director and Staff (Reuben Bugarin & Pam Mabazza) Travel Request

Motion: M.Tyquiengco motion to approve Director and staff travel request

Seconded: C.Cruz

Discussion: None

Decision: Motion Carries

f. Commission Boardmanship Training/Education Program P.L 32-031

*Commissioners we're updated with Procurement laws:

PL 36-37 - Relative To The Administrative Review Of Government Of Guam Critical Procurement Contract Decisions Reasonably Expected To Cost Five Million Dollars Or More Using Funds From The American Rescue Plan Act And Or The Infrastructure Investment And Jobs Act.

P.L. 37-88 - Relative To The Revitalizing The Guam Procurement Advisory Council To Modernize Procurement In Order To Promote Public Confidence And Achieve Best Value In Service To Our Community.

g. Approve Executive Director remote work from
November 25 – December 06, 2024 and December 12-18, 2024.

Motion: C.Cruz motion to approve Director remote work: Nov. 25 – Dec. 06, 2024 and Dec. 12-18, 2024

Seconded: Dr. Jack

Discussion: None

Decision: Motion Carries

VII. Executive Session 5 GCA 8 §8111

Motion: S. Murphy motion to enter into Executive Session @ 1:00pm

Seconded: M.Tyquiengco

Discussion: None

Decision: Motion Carries

Commission moved back into regular session @ 1:32 p.m.

VIII. Announcements – None

VIII. Adjournment

MOTION: S.Murphy motion to adjourn meeting at 1:32 p.m.

Seconded by: C. Cruz

Discussion: None

Decision: Motion Carries

Re: Virtual Attendance - C. Cruz

From Jesse Quenga <Jesse.Quenga@ethics.guam.gov>

Date Fri 11/15/2024 10:17 AM

To Christopher A. Cruz <cruzca3@gmail.com>

Cc Ethics Info <Info@ethics.guam.gov>

Håfa Adai Mr. Chair,

Your virtual attendance is duly noted. This notice will be appended to the minutes of today's meeting in compliance with the Open Government Law.

Best regards,

JESSE J. QUENGA, CM[®], LPEC

Executive Director

Guam Ethics Commission

Kumisión i Giniban Areklamenton Guåhan

134 W. Soledad Avenue, Suite 406 – BOH Bldg., Hagåtña Guam 96910

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From: Christopher A. Cruz <cruzca3@gmail.com>

Date: Friday, November 15, 2024 at 10:13 AM

To: Ethics Info <Info@ethics.guam.gov>

Cc: Jesse Quenga <Jesse.Quenga@ethics.guam.gov>

Subject: Virtual Attendance - C. Cruz

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.

Hafa Adai Ethics Team,

I am hereby requesting to attend our public meeting today virtually as I am still off island at the moment. Kindly confirm back if acceptable. Thank you.

Christopher A. Cruz

Fwd: Ethics Commission Meeting

From Christopher A. Cruz <cruzca3@gmail.com>
Date Mon 11/18/2024 4:28 PM
To Ethics Info <Info@ethics.guam.gov>
Cc Jesse Quenga <Jesse.Quenga@ethics.guam.gov>

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 Team,

Here is my thread with the vice chair on her virtual attendance. Let me know if you need anything else.

Christopher A. Cruz

Begin forwarded message:

From: "Christopher A. Cruz" <cruzca3@gmail.com>
Date: November 15, 2024 at 11:59:03 AM GMT+10
To: Margaret Tyquiengco <megtyquiengco@icloud.com>
Subject: Re: Ethics Commission Meeting

Hi Vice Chair Meg,

Duly noted, thank you.

Christopher A. Cruz

On Nov 15, 2024, at 11:57 AM, Margaret Tyquiengco <megtyquiengco@icloud.com> wrote:

Hafa Adai, Chairman Christopher,

I will be unable to attend the meeting in person today and have a hard stop at 1:30. I would like to request that I am able to join via zoom.

Thank you,

Meg

Meg Tyquiengco
Vice Chair, Guam Ethics Commission
megtyquiengco@icloud.com
671 483-9456



GUAM ETHICS COMMISSION

Kumisión i Ginihan Areklamenton Guåhan

EXECUTIVE DIRECTOR'S REPORT

Updates

a. 2024 COGEL Conference

- I would like to take a moment to extend my gratitude to those of you who were able to attend the recent COGEL Annual Conference. The event was exceptionally informative, and I am pleased to report that all staff who participated returned with valuable resources and insights to further enhance the capacity of our commission. Additionally, I had the opportunity to engage with representatives from the Campaign Legal Center during the conference. I am excited to share that they have graciously agreed to conduct a study on staffing levels within ethics commissions across member organizations. The goal of this study is to identify industry standards and best practices based on the size of a jurisdiction. This initiative has the potential to provide us with critical benchmarks to guide our continued growth and operational efficiency.

b. FMIS Budget Request Module

- At the beginning of the year, our staff and I participated in a training series with the FMIS developers focused on budget request development and approval. This collaboration provided our team with the necessary tools and understanding to transition seamlessly to the new system. I am pleased to share that, as part of this initiative, paper budget requests will be officially retired and replaced by the automated online system. This change represents a significant step forward in streamlining our processes, improving efficiency, and ensuring greater accuracy in budget management.

c. Ethics Recruitment

- Over the past year progress has been made in the area of ethics recruitment. The commission approved the establishment of an eligibles list for both the Ethics Investigation and Compliance Officer I position as well as the Administrative Assistant position. These roles were announced for application during a three-week period in October and November. Currently, all applications received for these positions are undergoing review and rating by the Department of Administration (DOA). According to the latest updates from the DOA recruitment division, a two-week appeal period for applicant ratings is about to commence. Once this process concludes, the finalized eligibles list will be transmitted to us. We were optimistic that this list could be utilized to recruit a permanent Administrative Assistant; however, our current Administrative Assistant is serving on a one-year Limited Term Appointment set to expire on February 12. To ensure continuity of administrative support while the DOA completes their review process and we proceed with the subsequent interview and selection stages, I would like to request the commission's concurrence to renew the Limited Term Appointment for our current Administrative Assistant. This extension will allow adequate time to secure a permanent appointment for this critical position.

d. Courtesy Meeting with Legislative Oversight Chairman

- On January 6th, the 38th Guam Legislature was officially sworn into office, with Senator Chris Duenas elected as Chairman of the Legislative Committee on Finance and Government Operations. Following the inauguration, I sent a letter congratulating Senator Duenas on his new role and requested a courtesy meeting to brief him on the Commission's work and ongoing initiatives. We are currently awaiting a response from his office.



GUAM ETHICS COMMISSION

Kumisión i Ginihan Areklamenton Guåhan

e. 2025 Ethics Training Calendar

- We are pleased to share updates regarding the launch of the 2025 Ethics Training Calendar. To begin the year, we conducted a successful ethics training session for the legislative branch at the Guam Legislature. This session included participation from senators and their staff, with a total of 30 individuals completing the training. The session was facilitated by Attorney Vince Camacho, who provided valuable insights into ethical practices and governance. Additionally, we are continuing our efforts with monthly workshops. Tomorrow, we are set to deliver training to nearly 150 employees at Guam Airport. Following this, we will hold open sessions monthly to ensure accessibility and broad participation across government departments.

f. Ethics Training Update

- The participation figures for both in-person and online training are shown below.

Month	Live Workshop	Online Workshop	TOTAL
November	79	42	121
December	0	35	35
January	30*	70*	100

g. FY2025 Budget Status

A	B	C	D	E	L	M
Account Code	Budget Act(s) Appropriations 37-125	Reserve	FY 2024 Allotments (B - C)	Year to Date Exp. / Encumb. As Of: 1/23/25	Other Requirements	Projected Lapse / (Shortfall) [D - (E + G + L)]
111 Salary	262,469.82	0	262,470	51,783	0	22,558
112 OT	0.00	0	0	0	0	0
113 Benefits	115,763.26	0	115,763	20,976	0	14,449
TOTAL PerSvs	378,233.08	0	378,233	72,758	0	37,007
220 Travel	26,019.20	0	26,019	25,274	0	746
230 Contract	54,218.74	0	54,219	8,961	45,258	0
233 Rent	65,992.80	0	65,993	43,995	21,998	0
240 Supplies	1,500.00	0	1,500	0	1,500	0
250 Equip.	0.00	0	0	0	0	0
271 Drug Testing	0.00	0	0	0	0	0
280 Sub.Rec.	0.00	0	0	0	0	0
290 Misc.	16,030.30	0	16,030	6,632	9,100	298
361 Power	0.00	0	0	0	0	0
362 Water	0.00	0	0	0	0	0
363 Tele.	10,658.88	0	10,659	10,029	0	630
450 Cap. Out.	0.00	0	0	0	0	0
TOTAL Ops	174,419.92	0	174,420	94,891	77,855	1,674
TOTALS	552,653.00	0	552,653	167,649	77,855	38,680.88



GUAM ETHICS COMMISSION

Kumisión i Ginihan Areklamenton Guåhan

Government of Guam

Closed Proceedings-4 GCA 15 §15401

ETH-23-110-OT-201 | ETH-23-115-COI-202 | ETH-23-122-UT-201
ETH-24-002-UT-202 | ETH-24-003-UT-202 | ETH-24-008-UT-202
ETH-24-009-UT-202 | ETH-24-010-UT-202 | ETH-24-011-UT-201
ETH-24-012-UT-201 | ETH-24-013-OT-202 | ETH-24-014-COI-201
ETH-24-015-UT-202

**Government of Guam
Fiscal Year 2026**

Agency Budget Certification

Agency: Guam Ethics Commission

Agency Head: Jesse John Quenga,

I certify that the attached budget, submitted herewith, has been reviewed for accuracy and that all requirements by the Bureau of Budget & Management Research (BBMR) have been met. I also acknowledge that this budget document will be returned to this department if any of the **BBMR requirements** is not met and/or if there are **inaccuracies** contained therein.

Agency Head: _____ Date: _____
(Signature)

**Government of Guam
Fiscal Year 2026 Budget
Department / Agency Narrative**

FUNCTION: General Government

DEPT. / AGENCY: Guam Ethics Commission

MISSION STATEMENT:

The Guam Ethics Commission is an independent and autonomous entity of the government of Guam. 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. The Ethics Commission will do this by creating outreach programs for ethics in government and ensure compliance and enforcement of ethics and lobbying laws in Guam. In order to accomplish the mission of the Guam Ethics Commission, the Commission shall clearly inform candidates for public office, public employees, and other officials and members of the public of existing ethics laws and rules; recommend new laws, rules, and programs that will lead to ethics compliance and serve as a model for other elected and appointed officials and government employees; and faithfully adhere to its own Code of Ethics.

GOALS AND OBJECTIVES:

To ensure the public's trust in government the Guam Ethics Commission will:

- Establish an orderly procedure for filing Financial Disclosure Statements of persons covered under 4 GCA Chapter 15 § 15208.
- Render advisory opinions on requests made by employees of the Government on whether the facts and circumstances of a particular case warrant a violation of the Code of Ethics.
- Establish a process to receive, hear, and investigate complaints.
- Make available every action, opinion, or decision made by the Commission online and have a registry to indicate the compliance levels for the mandates of persons covered under this chapter of the Guam code.
- Conduct Ethics in Government Program workshops for elected officials, appointed officials, and government employees.

Decision Package FY 2026

Department/Agency: Guam Ethics Commission

Division/Section:

Commission OperationsProgram Title: Guam Ethics Commission**Activity Description:**

The Guam Ethics Commission is an independent and autonomous entity, whose purpose is to hold officers and employees accountable to the Ethical standards established in Guam law. The Ethics Commission shall prescribe a process for receiving complaints, investigating the facts, conducting hearings, and rendering opinions on whether any violation of the standard of conduct for officials and employees have been violated. The Commission shall also conduct Ethics in Government Program workshops for elected officials, appointed officials, and employees.

Major Objective(s):

1. Hear and decide on all questions regarding the Ethical Conduct of officials and employees of the Government
2. Determine the standard of training for the Ethics in Government program for all elected and appointed officials.
3. Submit reports to the Governor and Legislature tha include recommendations for legislation to strengthen the expected standards of conduct for GovGuam officials.
4. Refer any violations of the code either to the Civil Service Commission or the Attorney General for further action.

Short-term Goals:

1. Offer ethics training through various mediums, making it convenient for public officials and employees to attend.
2. To work with every government agency to have their employees attend ethics training.
3. Maintain a robust government website with resources for officials, employees, and the general public.
4. Conduct hearings on potential violations of the standard of conduct provided in 4 GCA Chapter 15

Workload Output			
Workload Indicator:	FY 2024 Level of Accomplishment	FY 2025 Anticipated Level	FY 2026 Projected Level
Issue advisory opinions on potential violations of the Code of Conduct.	3	3	3
Issue certificates for persons who complete the Ethics in Government.	4,000	2,500	3,000
Have meetings with agency heads and others regarding Ethical Standards.	12	12	12
Conduct hearings and give opinions on complaints made against GovGuam officials on Ethics.	12	12	12

Government of Guam
Fiscal Year 2026
Budget Digest

[BBMR BD-1]

Function: GENERAL GOVERNMENT
Department: GUAM ETHICS COMMISSION
Program: OPERATIONS

		A	B	C	D	E	F	G	H	I	J	K	L
		GENERAL FUND			SPECIAL FUND 1/			FEDERAL MATCH			GRAND TOTAL (ALL FUNDS)		
AS400 Account Code	Appropriation Classification	FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances (A + D + G)	FY 2026 Authorized Level (B + E + H)	FY 2025 Governor's Request (C + F + I)
	PERSONNEL SERVICES												
111	Regular Salaries/Increments/Special Pay	219,413	262,497	268,571	0	0	0	0	0	0	219,413	262,497	268,571
112	Overtime:	0	0	0	0	0	0	0	0	0	0	0	0
113	Benefits:	73,367	115,763	136,235	0	0	0	0	0	0	73,367	115,763	136,235
	TOTAL PERSONNEL SERVICES	292,780	378,260	404,806	0	0	0	0	0	0	292,780	378,260	404,806
	OPERATIONS												
220	TRAVEL- Off-Island/Local Mileage Reimbu	26,019	26,019	26,019	0	0	0	0	0	0	26,019	26,019	26,019
230	CONTRACTUAL SERVICES:	112,248	47,725	47,725	0	0	0	0	0	0	112,248	47,725	47,725
233	OFFICE SPACE RENTAL:	65,993	65,993	65,993	0	0	0	0	0	0	65,993	65,993	65,993
240	SUPPLIES & MATERIALS:	4,473	1,500	1,500	0	0	0	0	0	0	4,473	1,500	1,500
250	EQUIPMENT:	0	0	0	0	0	0	0	0	0	0	0	0
270	WORKERS COMPENSATION:	0	0	0	0	0	0	0	0	0	0	0	0
271	DRUG TESTING:	0	0	0	0	0	0	0	0	0	0	0	0
280	SUB-RECIPIENT/SUBGRANT:	0	0	0	0	0	0	0	0	0	0	0	0
290	MISCELLANEOUS:	17,568	21,183	20,984	0	0	0	0	0	0	17,568	21,183	20,984
	TOTAL OPERATIONS	\$226,300	\$162,420	\$162,221	\$0	\$0	\$0	\$0	\$0	\$0	\$226,300	\$162,420	\$162,221
	UTILITIES												
361	Power:	0	0	0	0	0	0	0	0	0	0	0	0
362	Water/ Sewer:	0	0	0	0	0	0	0	0	0	0	0	0
363	Telephone/ Toll:	12,000	12,000	12,000	0	0	0	0	0	0	12,000	12,000	12,000
	TOTAL UTILITIES	12,000	12,000	12,000	0	0	0	0	0	0	12,000	12,000	12,000
450	CAPITAL OUTLAY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL APPROPRIATIONS	\$531,080	\$552,680	\$579,027	\$0	\$0	\$0	\$0	\$0	\$0	\$531,080	\$552,680	\$579,027
	1/ Specify Fund Source(s)												
	FULL TIME EQUIVALENCIES (FTEs)												
	UNCLASSIFIED:	1	1	1	0	0	0	0	0	0	1	1	1
	CLASSIFIED:	4	4	4	0	0	0	0	0	0	4	4	4
	TOTAL FTEs	5.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	5.00	5.00

Government of Guam
Fiscal Year 2026
Budget Digest

[BBMR BD-1]

Function: GENERAL GOVERNMENT
Department: GUAM ETHICS COMMISSION
Program: OPERATIONS
Acct. No.: 5100A264600GA001

AS400 Account Code	Appropriation Classification	A	B	C	D	E	F	G	H	I	J	K	L
		GENERAL FUND			SPECIAL FUND 1/			FEDERAL MATCH			GRAND TOTAL (ALL FUNDS)		
		FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances	FY 2025 Authorized Level	FY 2026 Governor's Request	FY 2024 Expenditures & Encumbrances (A + D + G)	FY 2025 Authorized Level (B + E + H)	FY 2026 Governor's Request (C + F + I)
	PERSONNEL SERVICES												
111	Regular Salaries/Increments/Special Pay	219,413	262,497	268,571	0	0	0	0	0	0	219,413	262,497	268,571
112	Overtime:	0	0	0	0	0	0	0	0	0	0	0	0
113	Benefits:	73,367	115,763	136,235	0	0	0	0	0	0	73,367	115,763	136,235
	TOTAL PERSONNEL SERVICES	\$292,780	\$378,260	\$404,806	\$0	\$0	\$0	\$0	\$0	\$0	\$292,780	\$378,260	\$404,806
	OPERATIONS												
220	TRAVEL- Off-Island/Local Mileage Reimbu	26,019	26,019	26,019	0	0	0	0	0	0	26,019	26,019	26,019
230	CONTRACTUAL SERVICES:	112,248	47,725	47,725	0	0	0	0	0	0	112,248	47,725	47,725
233	OFFICE SPACE RENTAL:	65,993	65,993	65,993	0	0	0	0	0	0	65,993	65,993	65,993
240	SUPPLIES & MATERIALS:	4,473	1,500	1,500	0	0	0	0	0	0	4,473	1,500	1,500
250	EQUIPMENT:	0	0	0	0	0	0	0	0	0	0	0	0
270	WORKERS COMPENSATION:	0	0	0	0	0	0	0	0	0	0	0	0
271	DRUG TESTING:	0	0	0	0	0	0	0	0	0	0	0	0
280	SUB-RECIPIENT/SUBGRANT:	0	0	0	0	0	0	0	0	0	0	0	0
290	MISCELLANEOUS:	17,568	21,183	20,984	0	0	0	0	0	0	17,568	21,183	20,984
	TOTAL OPERATIONS	\$226,300	\$162,420	\$162,221	\$0	\$0	\$0	\$0	\$0	\$0	\$226,300	\$162,420	\$162,221
	UTILITIES												
361	Power:	0	0	0	0	0	0	0	0	0	0	0	0
362	Water/ Sewer:	0	0	0	0	0	0	0	0	0	0	0	0
363	Telephone/ Toll:	12,000	12,000	12,000	0	0	0	0	0	0	12,000	12,000	12,000
	TOTAL UTILITIES	\$12,000	\$12,000	\$12,000	\$0	\$0	\$0	\$0	\$0	\$0	\$12,000	\$12,000	\$12,000
		0											
450	CAPITAL OUTLAY	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
	TOTAL APPROPRIATIONS	\$531,080	\$552,680	\$579,027	\$0	\$0	\$0	\$0	\$0	\$0	\$531,080	\$552,680	\$579,027
	1/ Specify Fund Source(s)			26,347 5%									
	FULL TIME EQUIVALENCIES (FTEs)												
	UNCLASSIFIED:	1	1	1	0	0	0	0	0	0	1	1	1
	CLASSIFIED:	4	4	4	0	0	0	0	0	0	4	4	4
	TOTAL FTEs	5.00	5.00	5.00	0.00	0.00	0.00	0.00	0.00	0.00	5.00	5.00	5.00

Government of Guam
Fiscal Year 2026
Agency Staffing Pattern
(PROPOSED)

[BBMR SP-1]

FUNCTIONAL AREA: GENERAL GOVERNMENT

DEPARTMENT/AGENCY: GUAM ETHICS COMMISSION

PROGRAM: OPERATIONS

FUND: GENERAL FUND

Input by Department										Input by Department																									
(A)		(B)		(C)		(D)		(E)		(F)		(G)		(H)		(I)		(J)		(K)		(L)		(M)		(N)		(O)		Input by Department		(R)		(S)	
No.	Position Number	Position Title 1/	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Benefits					Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL																
								Date	Amt.		Retirement (J * 34.80%) 1/	Retire (DDI) (\$19.01*26PP) 2/	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 3/																				
		GENERAL FUND																																	
1	---	Division #1	---	---	\$265,526	\$0	\$0	---	\$3,045	\$268,571	\$93,464	\$1,980	\$0	\$3,895	\$748	\$34,204	\$1,944	\$136,235	\$404,806																
2																																			
3																																			
4																																			
5																																			
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17																																			
18																																			
19																																			
20																																			
			GRAND TOTAL		\$265,526	\$0	\$0		\$3,045	\$268,571	\$93,464	\$1,980	\$0	\$3,895	\$748	\$34,204	\$1,944	\$136,235	\$404,806																

* Night Differential / Hazardous / Worker's Compensation / etc.

1/ FY 2025 (Proposed) GovGuam contribution rate of 32.35% for the Government of Guam Retirement is subject to change.

2/ FY 2025 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.

3/ FY 2025 (Proposed) GovGuam contribution rate of \$187 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2026
Agency Staffing Pattern
(PROPOSED)

[BBMR SP-1]

FUNCTIONAL AREA: GENERAL GOVERNMENT

DEPARTMENT/AGENCY: GUAM ETHICS COMMISSION

PROGRAM: OPERATIONS

FUND: GENERAL FUND

Input by Department										Input by Department									
No.	(A) Position Number	(B) Position Title 1/	(C) Name of Incumbent	(D) Grade/Step	(E) Salary	(F) Overtime	(G) Special	(H) Incumbent Date	(I) Amt	(J) (E+F+G+I) Subtotal	(K) Retirement (J * 34.80%) 2/	(L) Retire (DDI) \$19.01*26PP 3	(M) Social Security (6.2% * J)	(N) Medicare (1.45% * J)	(O) Life 4/	(P) Medical Premium	(Q) Dental Premium	(R) Total Benefits (K thru Q)	(S) (J + R) TOTAL
1	GEC-001	EXECUTIVE DIRECTOR	QUENGA, JESSE J.	ET-05	\$107,859	\$0	\$0		\$0	\$107,859	\$37,535	\$495	\$0	\$1,564	\$187	\$8,551	\$486	\$48,818	\$156,677
2	GEC-002	ETHICS INVESTIGATION & COMPLIANCE OFFICER II	MABAZZA, PAMELA D.	NX-03	59,159	0	0	5/7/26	1,035	60,194	20,948	495	0	873	187	8,551	486	31,540	91,734
3	GEC-003	ETHICS INVESTIGATION & COMPLIANCE OFFICER II	BUGARIN, REUBEN C.	NX-03	59,159	0	0	5/7/26	1,035	60,194	20,948	495	0	873	187	8,551	486	31,540	91,734
4	GEC-004	ADMINISTRATIVE ASSISTANT	NAVARRO, ARIELLE L.	JX-02	39,349	0	0	2/12/25	975	40,324	14,033	495	0	585	187	8,551	486	24,337	64,661
5	GEC-005	ETHICS INVESTIGATION & COMPLIANCE OFFICER I	VACANT *Recruitment in Progress	MX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0
6					0	0	0		0	0	0	0	0	0	0	0	0	0	0
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0
			Grand Total:		\$265,526	\$0	\$0		\$3,045	\$268,571	\$93,464	\$1,980	\$0	\$3,895	\$748	\$34,204	\$1,944	\$136,235	\$404,806

* Night Differential / Hazardous / Worker's Compensation / etc.
1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable).
2/ FY 2025 (Proposed) GovGuam contribution rate of 32.35% for the Government of Guam Retirement is subject to change.
3/ FY 2025 (Proposed) GovGuam contribution rate of \$19.01 (bi-weekly) for DDI is subject to change.
4/ FY 2025 (Proposed) GovGuam contribution rate of \$187 (per annum) for Life Insurance is subject to change.

Government of Guam
Fiscal Year 2026
Agency Staffing Pattern
(PROPOSED)

[BBMR SP-1]

Input by Department											
Special Pay Categories											
No.	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
	Position Number	Position Title	Name of Incumbent	Holiday Pay	Night Differential Pay 1/	Hazard Pay 2/	Hazard Pay 3/	Nurse Sunday Pay 4/	Nurse Pay 5/	EMT Pay 6/	D+E+F+G+H+I+J) Subtotal
1	GEC-001	EXECUTIVE DIRECTOR	QUENGA, JESSE J.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	GEC-002	ESTIGATION & COMPLIANCE	MABAZZA, PAMELA D.	0	0	0	0	0	0	0	0
3	GEC-003	ESTIGATION & COMPLIANCE	BUGARIN, REUBEN C.	0	0	0	0	0	0	0	0
4	GEC-004	ADMINISTRATIVE ASSISTANT	NAVARRO, ARIELLE L.	0	0	3,935	0	0	0	0	3,935
5	GEC-005	ESTIGATION & COMPLIANCE	*Recruitment in	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
			Grand Total:	\$0	\$0	\$3,935	\$0	\$0	\$0	\$0	\$3,935

- 1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
2/ Applies to law enforcement personnel
3/ Applies to solid waste employees
4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)

[BBMR SP-1]

FUNCTIONAL AREA: GENERAL GOVERNMENT

DEPARTMENT/AGENCY: GUAM ETHICS COMMISSION

PROGRAM: OPERATIONS

FUND: GENERAL FUND

Input by Department																Input by Department			
(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)		(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Position Number	Position Title	Name of Incumbent	Grade/ Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Benefits					Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
								Date	Amt.		Retirement (J * 32.35%)	Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 1/				
		GENERAL FUND																	
1	---	Division #1	---	---	\$265,526	\$0	\$0	---	\$0	\$265,526	\$85,897	\$1,976	\$0	\$3,851	\$748	\$34,204	\$1,944	\$128,620	\$394,146
2																			
3																			
4																			
5																			
6																			
7																			
8																			
9																			
10																			
11																			
12																			
13																			
14																			
15																			
16																			
17																			
18																			
19																			
20																			
			Grand Total:		\$265,526	\$0	\$0		\$0	\$265,526	\$85,897	\$1,976	\$0	\$3,851	\$748	\$34,204	\$1,944	\$128,620	\$394,146

* Night Differential / Hazardous / Worker's Compensation / etc.
1/ FY 2024 GovGuam contribution for Life Insurance is \$187 per annum

Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)

[BBMR SP-1]

FUNCTIONAL AREA: GENERAL GOVERNMENT

DEPARTMENT/AGENCY: GUAM ETHICS COMMISSION

PROGRAM: OPERATIONS

FUND: GENERAL FUND

Input by Department																Input by Department			
(A)		(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)	(L)	(M)	(N)	(O)	(P)	(Q)	(R)	(S)
No.	Position Number	Position Title 1/	Name of Incumbent	Grade/Step	Salary	Overtime	Special*	Increment		(E+F+G+I) Subtotal	Benefits					Medical (Premium)	Dental (Premium)	Total Benefits (K thru Q)	(J + R) TOTAL
							Date	Ann.	Retirement (J * 32.35%)		Retire (DDI) (\$19.01*26PP)	Social Security (6.2% * J)	Medicare (1.45% * J)	Life 2/					
1	GEC-001	EXECUTIVE DIRECTOR	QUENGA, JESSE J.	ET-05	\$107,859	\$0	\$0		\$0	\$107,859	\$34,892	\$494	\$0	\$1,564	\$187	\$8,551	\$486	\$46,174	\$154,033
2	GEC-002	ETHICS INVESTIGATION & COMPLIANCE OFFICER II	MABAZZA, PAMELA D.	NX-03	59,159	0	0		0	59,159	19,138	494	0	858	187	8,551	486	29,714	88,873
3	GEC-003	ETHICS INVESTIGATION & COMPLIANCE OFFICER II	BUGARIN, REUBEN C.	NX-03	59,159	0	0		0	59,159	19,138	494	0	858	187	8,551	486	29,714	88,873
4	GEC-004	ADMINISTRATIVE ASSISTANT	NAVARRO, ARIELLE L.	JX-02	39,349	0	0		0	39,349	12,729	494	0	571	187	8,551	486	23,018	62,367
5	GEC-005	ETHICS INVESTIGATION & COMPLIANCE OFFICER I	VACANT	MX-01	0	0	0		0	0	0	0	0	0	0	0	0	0	0
6					0	0	0		0	0	0	0	0	0	0	0	0	0	0
7					0	0	0		0	0	0	0	0	0	0	0	0	0	0
8					0	0	0		0	0	0	0	0	0	0	0	0	0	0
9					0	0	0		0	0	0	0	0	0	0	0	0	0	0
10					0	0	0		0	0	0	0	0	0	0	0	0	0	0
11					0	0	0		0	0	0	0	0	0	0	0	0	0	0
12					0	0	0		0	0	0	0	0	0	0	0	0	0	0
13					0	0	0		0	0	0	0	0	0	0	0	0	0	0
14					0	0	0		0	0	0	0	0	0	0	0	0	0	0
15					0	0	0		0	0	0	0	0	0	0	0	0	0	0
16					0	0	0		0	0	0	0	0	0	0	0	0	0	0
17					0	0	0		0	0	0	0	0	0	0	0	0	0	0
18					0	0	0		0	0	0	0	0	0	0	0	0	0	0
19					0	0	0		0	0	0	0	0	0	0	0	0	0	0
20					0	0	0		0	0	0	0	0	0	0	0	0	0	0
21					0	0	0		0	0	0	0	0	0	0	0	0	0	0
22					0	0	0		0	0	0	0	0	0	0	0	0	0	0
23					0	0	0		0	0	0	0	0	0	0	0	0	0	0
24					0	0	0		0	0	0	0	0	0	0	0	0	0	0
25					0	0	0		0	0	0	0	0	0	0	0	0	0	0
			Grand Total:		\$265,526	\$0	\$0		\$0	\$265,526	\$85,897	\$1,976	\$0	\$3,851	\$748	\$34,204	\$1,944	\$128,620	\$394,146

* Night Differential / Hazardous / Worker's Compensation / etc.
1/ Indicate "(LTA)" or "(Temp.)" next to Position Title (where applicable)
2/ FY 2024 GovGuam contribution for Life Insurance is \$187 per annum

Government of Guam
Fiscal Year 2025
Agency Staffing Pattern
(CURRENT)

[BBMR SP-1]

Input by Department											
No.	Special Pay Categories										
	(A)	(B)	(C)	(D)	(E)	(F)	(G)	(H)	(I)	(J)	(K)
	Position Number	Posición Title	Name of Incumbent	Holiday Pay	Night Differential Pay 10%	Hazard Hazard 10%	Hazard Hazard 8%	Normal Sunday Pay 1.5	Normal Pay 1.5	EMT Pay 15%	D+E+F+G+H+I+J Subtotal
1	GEC-001	EXECUTIVE DIRECTOR	QUENGA, JESSE J.	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0
2	GEC-002	ESTIGATION & COMPLIANCE	MABAZZA, PAMELA D.	0	0	0	0	0	0	0	0
3	GEC-003	ESTIGATION & COMPLIANCE	BUGARIN, REUBEN C.	0	0	0	0	0	0	0	0
4	GEC-004	ADMINISTRATIVE ASSISTANT	NAVARRO, ARIELLE L.	0	0	0	0	0	0	0	0
5	GEC-005	ESTIGATION & COMPLIANCE	VACANT	0	0	0	0	0	0	0	0
6	0	0	0	0	0	0	0	0	0	0	0
7	0	0	0	0	0	0	0	0	0	0	0
8	0	0	0	0	0	0	0	0	0	0	0
9	0	0	0	0	0	0	0	0	0	0	0
10	0	0	0	0	0	0	0	0	0	0	0
11	0	0	0	0	0	0	0	0	0	0	0
12	0	0	0	0	0	0	0	0	0	0	0
13	0	0	0	0	0	0	0	0	0	0	0
14	0	0	0	0	0	0	0	0	0	0	0
15	0	0	0	0	0	0	0	0	0	0	0
16	0	0	0	0	0	0	0	0	0	0	0
17	0	0	0	0	0	0	0	0	0	0	0
18	0	0	0	0	0	0	0	0	0	0	0
19	0	0	0	0	0	0	0	0	0	0	0
20	0	0	0	0	0	0	0	0	0	0	0
21	0	0	0	0	0	0	0	0	0	0	0
22	0	0	0	0	0	0	0	0	0	0	0
23	0	0	0	0	0	0	0	0	0	0	0
24	0	0	0	0	0	0	0	0	0	0	0
25	0	0	0	0	0	0	0	0	0	0	0
			Grand Total:	\$0	\$0	\$0	\$0	\$0	\$0	\$0	\$0

- 1/ 10% of reg. rate, applicable from 6pm-6am, employee must work 4 hours consecutive after 6pm for entitlement of the pay
2/ Applies to law enforcement personnel
3/ Applies to solid waste employees
4/ 1 ½ of reg. rate of pay from 12am Friday to 12 midnight Sunday
5/ 1 ½ of reg. rate of pay on daily work exceeding 8 hours
6/ Applicable only to GFD ambulatory service personnel. 15% of reg. rate of pay

Schedule A - Off-Island Travel

Department/Agency: Guam Ethics Commission
Division: Commission Operations
Program: General Government

Purpose / Justification for Travel				
To attend the National Council on Governmental Ethics Laws (COGEL) Annual Meeting. COGEL brings together government entities in the USA and Canada to discuss new developments in the area of ethics and best practices incorporated across the north american continent.				
Travel Date: <u>December 2025</u>		No. of Travelers: 6 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
Commissioners (x6)	\$ 12,000.00	\$ 8,619.00	\$ 5,400.00	\$ 26,019.00
	\$ -	\$ -	\$ -	\$ -

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

Purpose / Justification for Travel				
Travel Date: _____		No. of Travelers: _____ 1/		
Position Title of Traveler(s)	Air Fare	Per diem 2/	Registration	Total Cost
	\$ -	\$ -	\$ -	\$ -
	\$ -	\$ -	\$ -	\$ -

1/ Provide justification for multiple travelers attending the same conference / training / etc.
2/ Rates must be consistent with Title 5 GCA, Div.2, Ch.23, §23104 and federal Joint Travel Regulations

Schedule B - Contractual

Item	Quantity	Unit Price	FY 2026 Request	FY 2025 Authorized	Variance Increase/(Decrease)
Copier Lease	1	\$6,711.00	\$ 6,711.00	\$ 6,711.00	\$ -
Legal Contract	1	\$10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
Prosecutorial Contract	1	\$10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
Conflict Counsel Contract	1	\$10,000.00	\$ 10,000.00	\$ 10,000.00	\$ -
Video Conferencing Subscription	1	\$2,199.00	\$ 300.00	\$ 2,199.00	\$ (1,899.00)
Website Maintenance / Learning Management Software	1	\$4,659.00	\$ 4,659.00	\$ 9,253.74	\$ (4,594.74)
Traditional & Social Media Campaign	1	\$5,000.00	\$ 5,000.00	\$ 5,000.00	\$ -
Professional Membership Dues (COGEL, Ethics & Compliance Initiative, AGA Guam Chapter)	1	\$1,055.00	\$ 1,055.00	\$ 1,055.00	\$ -
Total Contractual			\$ 47,725.00		

Schedule C - Supplies & Materials

Item	Quantity	Unit Price	FY 2026 Request	FY 2025 Authorized	Variance Increase/(Decrease)
Folders	1	\$1,000.00	\$ 1,000.00	\$ 1,000.00	\$ -
Envelopes	1	\$500.00	\$ 500.00	\$ 500.00	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Supplies & Materials			\$ 1,500.00		

Schedule D - Equipment

Item	Quantity	Unit Price	FY 2026 Request	FY 2025 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Equipment			\$ -		

Schedule E - Miscellaneous

Item	Quantity	Unit Price	FY 2026 Request	FY 2025 Authorized	Variance Increase/(Decrease)
Meeting Advertisements	12	\$896.00	\$ 10,752.00	\$ 5,798.30	\$ 4,953.70
Stipends	1	\$8,400.00	\$ 8,400.00	\$ 8,400.00	\$ -
Procurement Training	4	\$208.00	\$ 832.00	\$ 832.00	\$ -
Postage for Ethics Complaint Comms.	100	\$10.00	\$ 1,000.00	\$ 1,000.00	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Miscellaneous			\$ 20,984.00		

Schedule F - Capital Outlay

Item	Quantity	Unit Price	FY 2026 Request	FY 2025 Authorized	Variance Increase/(Decrease)
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
	0	\$0.00	\$ -	\$ -	\$ -
Total Capital Outlay			\$ -		

[BBMR FP-1]

[illegible]

[illegible]

Bureau of Budget Management Research
Prior Year Obligations (FY 2025 and Prior FYs)

BBMR PYO-1

A	B	C	D	E	F	G
Transaction/ Obligation Date	Transaction Type	Vendor	General Fund (\$)	Special Fund (\$)	Federal Fund (\$)	Reasons for Nonsubmittal or Nonpayment
N/A	N/A	N/A				
Total			\$0.00	\$0.00	\$0.00	

Notes:

Column A: Completion date of transaction or event prior to October 1, 2025.

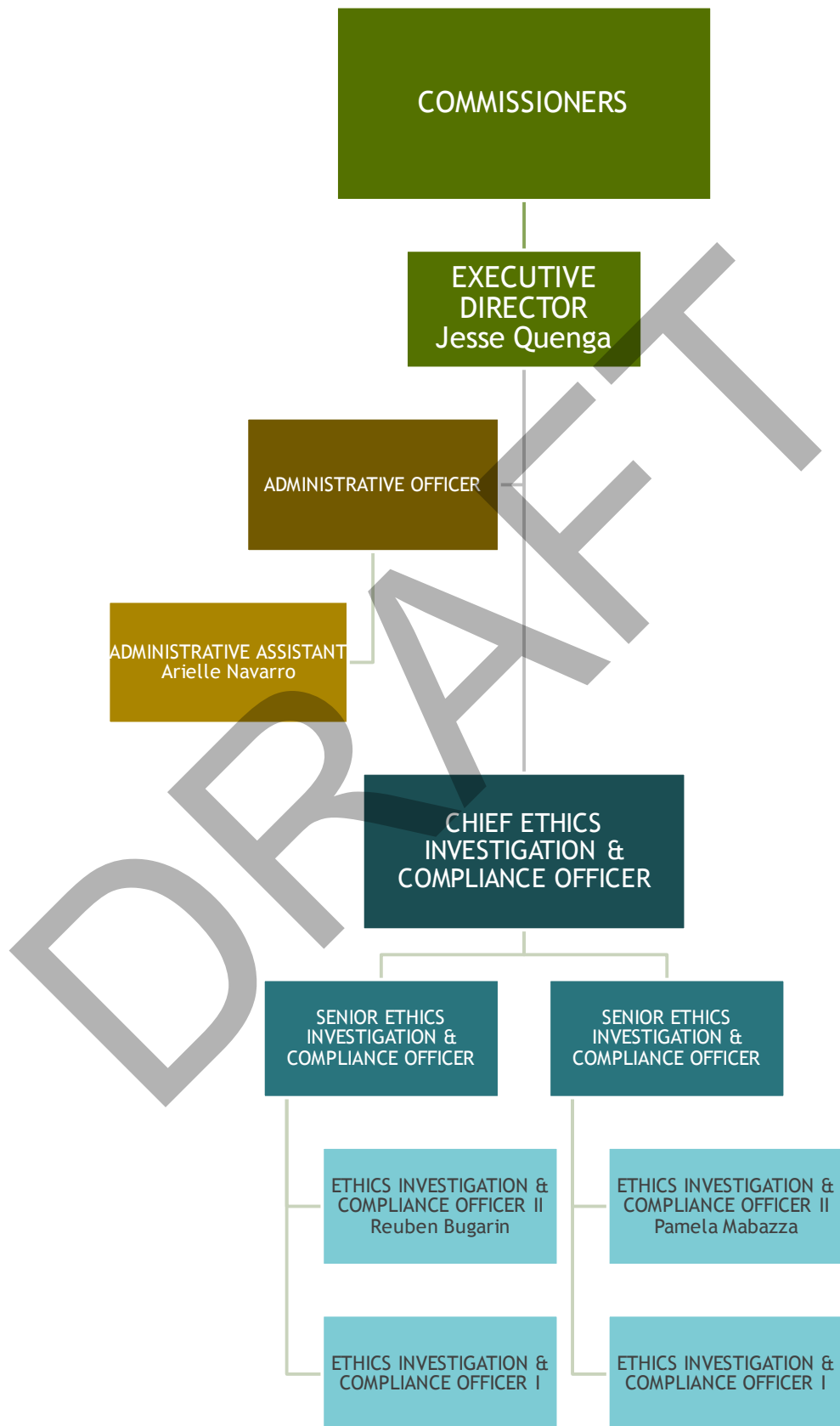
Column B: Transaction Type such as personnel action, contracts, etc.

Column C: Vendor or Party owed

Column D, E, & F: Identify funding source and dollar amount inclusive of associated penalties or fees; if more than one transaction, need to total all transactions.

Column G: Note item of concern.

GUAM ETHICS COMMISSION



LOGO CONCEPT



GUAM ETHICS COMMISSION
Kumision i Ginihan Areklamenton Guåhan

MEANING BEHIND DESIGN

Logo is designed at a perspective to give it more character. It has a unique look that isn't a flat balance scale, but is still recognizable. The logo has a "flowy" and simplified design for a modern, clean and abstract look.

Design looks similar to a person holding the scale, giving the logo a human element to it.



Latte stone holding up scale to have a Guam/local element to the logo.



Guam seal

Balance scale to symbolize "ethics".

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Rounded edge font for a soft and approachable look.

VARIATIONS



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GUAM ETHICS COMMISSION

Kumisión i Ginihan Areklamenton Guåhan

Government of Guam

Commission to Act on the Following Cases:

ETH-24-002-UT-202 | ETH-24-003-UT-202 | ETH-24-008-UT-202
ETH-24-009-UT-202 | ETH-24-010-UT-202 | ETH-24-011-UT-201
ETH-24-012-UT-201 | ETH-24-013-OT-202 | ETH-24-014-
COI-201 ETH-24-015-UT-202