



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

May 06, 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
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 – May 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 May 05, 2025.

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

Si Yu'os Ma'ase!

REUBEN C. BUGARIN, LPEC
Acting Executive Director

Enclosure: Guam Ethics Commission May 5, 2025 Meeting Packet



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GUAM ETHICS COMMISSION MEETING PACKET

May 05, 2025

12:30 pm



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COMMISSIONERS

Daphne M. Leon Guerrero
Chairwoman

Robert S. Jack, MD
Vice-Chairman

Marilyn R. Borja

Christopher A. Cruz

Shannon J. Murphy

Margaret E.R. Tyquiengco

Regular Meeting
Monday, May 5, 2025
12:30 PM

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - a. February 19, 2025 – Regular Meeting
- III. Executive Director's Report**
- IV. Executive Session** 5 GCA 8 §8111
- V. Closed Proceedings** 4 GCA 15 §15401
ETH-24-015-UT-202 | ETH-25-102-UT-202 | ETH-25-103-UT-202
- VI. Unfinished Business - none**
- VII. New Business**
 - a. Executive Director Search
- VIII. Announcements**
- IX. Adjournment**

COMMISSION STAFF

Reuben C. Bugarin LPEC
*Acting Executive
Director*

Guam Ethics Commission Board Meeting—Minutes

Date: February 19, 2025

Time: 12:38 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. Shannon J. Murphy, Commissioner
 - v. Margaret E.R. Tyquiengco, Commissioner
- b. Members Absent
 - i. Marilyn Borja, Commissioner
- c. Staff Present:
 - i. Jesse J. Quenga, Executive Director
 - ii. Reuben C. Bugarin, Ethics Investigation and Compliance Officer II
 - iii. Arielle L. Navarro, Administrative Assistant
- d. Other Present:
 - i. Attorney Joseph McDonald, Legal Counsel

Motion: D. Leon Guerrero motion to excuse members not present

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

II. Approval of Minutes

January 30, 2025 – Regular Meeting

MOTION: R. Jack motion to approve the January 30, 2025 minutes.

Seconded by: C. Cruz

Discussion: None

Decision: Motion Carries

III. Executive Director's Report

- a. Procurement Training – Module 4: Management and Administration of Procurement
 - I am pleased to inform the board that Reuben Bugarin has commenced his final course in the required procurement modules for public officials. This training is a key component in ensuring

compliance and enhancing proficiency in the preparation and management of agency purchases. Completing this final course will equip Reuben with the essential knowledge to uphold procurement best practices and contribute more effectively to our operations.

b. Ethics Recruitment

- The recruitment section of DOA HR has informed our office that the rating list for the Administrative Assistant (S.F.) position will be ready and shared later today. Once we receive the list, our office will promptly proceed with contacting the eligible applicants to schedule interviews. If any commissioner is interested in serving on the interview panel for this position, please feel free to notify the team. Regarding the Ethics Investigation and Compliance Officer I position, it is currently within the 10-day administrative appeal window. Once this period concludes, DOA HR will provide us with the listing, and we will move forward with interviews and recruitment accordingly.

c. Ethics Training Update

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

Month	Live Workshop	Online Workshop	TOTAL
December	0	35	35
January	30	93	123
February	97*	111*	208

d. 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 Per Svs	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 Opers	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

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

Motion: M. Tyquiengco motion to enter into Executive Session and Closed

Proceedings at 12:44 p.m.

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

V. Closed Proceedings 4 G.C.A. § 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-24-015-UT-202

Motion: D. Leon Guerrero motion to return to regular session @ 1:23 p.m.

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

VI. Unfinished Business - None

VII. New Business

- a. Commission to Act on the Following Cases:
ETH-23-110-OT-201 | ETH-23-115-COI-202 | ETH-23-122-UT-201
ETH-24-015-UT-202

Motion: C. Cruz motion to dismiss case ETH-23-110-OT-201

Seconded: M. Tyquiengco

Discussion: None

Decision: Motion Carries

Motion: Tyquiengco motion to dismiss case ETH-23-115-COI-202

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

Motion: R. Jack motion to dismiss case ETH-23-122-UT-201

Seconded: S. Murphy

Discussion: None

Decision: Motion Carries

Motion: C. Cruz motion to adopt Resolution for ETH-24-015-UT-202

Seconded: M. Tyquiengco

Discussion: None

Decision: Motion Carries

- b. Executive Director Annual Performance Evaluation and Work Status Change Request

Motion: C. Cruz motion to approve the payment on any unused leave up to 320 hours for Executive Director Quenga

Seconded: R. Jack

Discussion: None

Decision: Motion Carries

Motion: S. Murphy motion to adopt Resolution No. 2025-001 Relative to Appointing Reuben C. Bugarin to Serve as Acting Executive Director

Seconded: M. Tyquiengco

Discussion: None

Decision: Motion Carries

- c. Review and Approve Amended GEthC Policy 3: Ethics Complaint Procedures

Motion: M. Tyquiengco motion to approve Amended GEthC Policy 3: Ethics Complaint Procedures

Seconded: C. Cruz

Discussion: None

Decision: Motion Carries

VIII. Announcement – None

IX. Adjournment

MOTION: M. Tyquiengco motion to adjourn the meeting at 1:44 p.m.


Seconded by: C. Cruz

Discussion: None

Decision: Motion Carries

I certify that the record above is true and correct.

Attested By:



REUBEN C. BUGARIN, LPEC
Board Secretary, Acting Executive Director



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EXECUTIVE DIRECTOR'S REPORT

Updates

a. Procurement Training – Module 5: Ethics in Procurement

- Reuben Bugarin has commenced his final course in the required procurement modules for public officials. Completing this final course will equip Reuben with the essential knowledge to uphold procurement best practices and contribute more effectively to our operations.

b. Ethics Recruitment

- The recruitment section of DOA HR has informed our office that the Administrative Assistant (S.F.) Ethics Investigation and Compliance Officer I position was reannounced and closed on April 17, 2025. Our office is pending the certification list before we can conduct interviews and hire.

c. Ethics in Leadership – UOG

- This month, our office will present certificates to the students of the PA-405 Leadership Ethics in the Professions class. The legally mandated Ethics in Government Workshop has now been incorporated into the course curriculum.

d. 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.

e. Ethics Training Update

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

Month	Live Workshop	Online Workshop	TOTAL
March	0	126	126
April	68	95	163

GUAM ETHICS COMMISSION

KUMISIÓN I GINIHAN AREKLAMENTON GUÅHAN

SUMMARY OF OPINIONS

THIRD EDITION

April 2025

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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

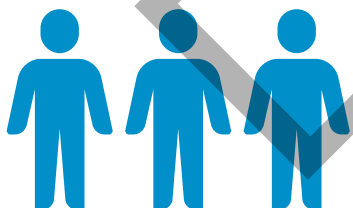
The Commission is tasked with receiving and reviewing grievances of official misconduct and allegations of ethical violations. The Commission is empowered to subpoena witnesses and administer oaths in relation to matters before the Commission. Furthermore, the Commission can require the production of 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 OF GUAM
EMPLOYEES TRAINED!



LEGISLATION

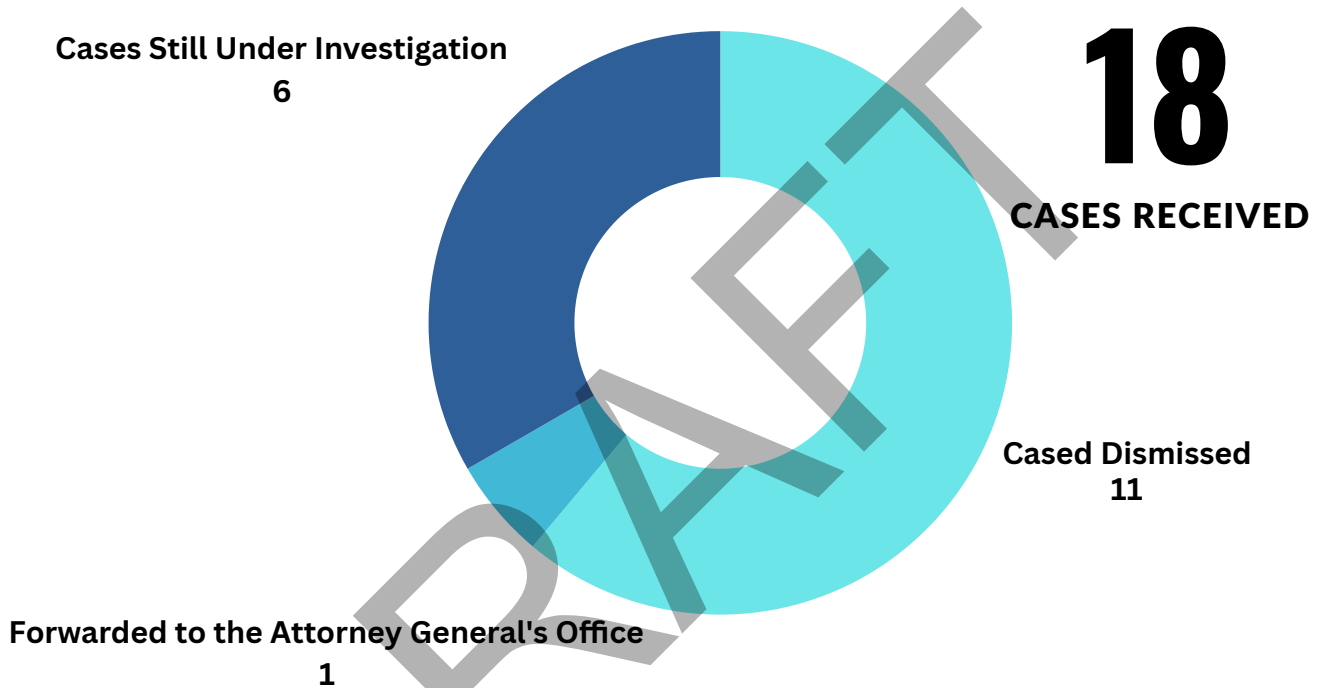
The Commission, first established in 1996, was left dormant until the first members were confirmed in 2019. Without a budget or any operational infrastructure, Executive Order No. 2019-06 assigned the Civil Service Commission to provide the Guam Ethics Commission administrative assistance. Thanks to 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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Closed Proceedings-4 GCA 15 §15401

ETH-24-015-UT-202 | ETH-25-102-UT-202| ETH-25-103-UT-202

EXECUTIVE DIRECTOR - POSITION DESCRIPTION

Starting Salary: Executive Pay Plan: ET-01; \$76,188 P/A

Position is an Unclassified / Full-Time Appointment

The Government of Guam may offer competitive benefit packages, which includes retirement (Defined Contribution Plan 401 and 457), health insurance plans, cafeteria plan, an Employee Assistance Program, annual and sick leave, paid holidays and life insurance. For additional information regarding the Government of Guam Retirement, please visit www.ggrf.com. For other inquiries please email jesse.quenga@ethics.guam.gov or visit www.doa.guam.gov.

NATURE OF WORK IN THIS CLASS:

The Executive Director works under the supervision of the Commission and through the administrative guidance of the Chairperson, and exercises executive and administrative authority as delegated by the Commission. The Executive Director also supervises the professional and support staff of the Commission in accordance with established duties and responsibilities, and within this context, oversees the operations, programs and activities of the Commission. The Executive Director provides technical and logistical support to the Ethics Commissioners in the performance of their duties and responsibilities. Administers the program and activities of the operations of the Guam Ethics Commission as described within Title 4, Chapter 15, Article 3 and 4.

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

Plans, organizes, directs, administers, and coordinates the overall activities of the Ethics Commission.

Represents the Ethics Commission before the Governor, Legislature, government agencies, and community groups.

Consults and advises government agencies on personnel matters as they pertain to the Ethics programs and activities.

Coordinates and facilitates oral and written communications and reports.

Provides logistical support to the Ethics Commission during hearings and other adjudications.

Administers Ethics research programs and makes appropriate recommendations for improving personnel procedures and policies.

Initiates and implements new procedures, policies, and programs to promote, perfect and protect the Ethics Commission.

Gathers information and attends to correspondence in the Ethics Commission.

Solicits legal opinions on personnel rules, statutes and policies, procedures and other related matters.

Develops and maintains rapport with departments and agencies, the Legislature, and the public.

Coordinates and directs investigations of employment conditions in the Government of Guam in relation to 4 GCA Chapter 15.

Represents the Ethics Commission at conferences, meetings and Legislative hearings.

Evaluates and analyzes the Ethics programs for effectiveness and efficiency.

Plans, analyzes, prepares, submits and justifies the Ethics Commission's budget to the Guam Ethics Commission and the Guam Legislature.

Schedules Ethics Commission meetings and hearings for the Commission.

Plans and conducts meetings and conferences with government agencies in the fundamental practices and guidelines of the Ethics Commission.

Performs other related work as required by the Ethics Commission.

MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:

Ability to work independently with high integrity and transparency. Ability to plan, evaluate, and execute the organization's mission.

Ability to manage and lead at all levels of the organization.

Ability to communicate within the organization, whether in person, over the phone, or online, and to be able to work cooperatively with other public and private organizations and the general public.

Demonstrate a strong commitment to staying organized and being able to set and meet deadlines.

Strong financial management, record keeping, analysis and the ability to objectively report on the progress and status of the organization.

Knowledge of the new Financial Management Information System (FMIS) to review financial reports, establish vendor accounts, and submit purchase orders.

Demonstrate an understanding of Guam's laws, Administrative Rules, and the enabling statute of the Guam Ethics Commission.

MINIMUM EXPERIENCE AND TRAINING:

A master's degree or the equivalent from a US accredited institution with five (5) years management experience; or:

A bachelor's degree or the equivalent from a US accredited institution with seven (7) years management experience.

DRUG SCREENING

Applicants selected for and offered employment with the Government of Guam shall undergo and pass a mandatory drug test before being employed. Failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment.

POLICE & COURT CLEARANCES REQUIREMENTS

If selected for this position, your selection will be conditional pending submission of a recent police and court clearance and taking and passing a drug test (see Drug Screening section of the announcement). Clearances that are no older than one (1) month from your determined start date will be considered valid. The cost of the clearances is your responsibility. If you do not have any conviction or conditions that would warrant rescinding the job offer, and pass the drug test, you will be notified of your start date.