



GUAM ETHICS COMMISSION

Kumision i Ginihan Areklamenton Guåhan

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GUAM ETHICS COMMISSION **INFORMATIONAL BRIEFING PACKET**

October 24, 2025

12:30 PM

***No Quorum**



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COMMISSIONERS

Daphne M. Leon Guerrero
Chairwoman

Robert S. Jack, MD
Vice-Chairman

Margaret E.R. Tyquiengco

Christopher A. Cruz

COMMISSION STAFF

Nico A.C. Fujikawa
Executive Director

Kristin C.D. James
Ethics Program Coordinator

Regular Meeting
Friday October 24, 2025
12:30 PM
Zoom Meeting ID: 876 733 0322
Passcode: ethics

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - a. July 25, 2025 – Regular Meeting
- III. Executive Director's Report**
- IV. Old Business**
- V. New Business**
 - a. Review and Approve Ethics in Government Program Training Fee for FY2026
 - b. Executive Director and Staff Travel Request – COGEL 47th Annual Conference
- VI. Announcements**
- VII. Adjournment**

GUAM ETHICS COMMISSION Regular Board Meeting — Informational Briefing Minutes (No Quorum)

Date: October 24, 2025

Time: 12:33 p.m.

Location: Zoom/In-Person

I. Call to Order / Roll Call of Members

A. Members Present

1. Chairwoman Daphne M. Leon Guerrero
2. Margaret E.R. Tyquiengco, Commissioner

B. Members Absent

1. Vice Chairman Dr. Robert Jack
2. Christopher A. Cruz, Commissioner

C. Staff Present

1. Nico Fujikawa, Executive Director
2. Kristin C. D. James, Program Coordinator
3. Chellsea Anderson, Program Coordinator

D. Others Present

1. Uriah Aguon, Pacific Daily News
2. Jonah Benavente, Guam Daily Post

II. Approval of Minutes - No quorum present. Approval of previous meeting minutes deferred to the next meeting.

III. Executive Director's Report

A. Operational Updates

1. Introduction of new staff and onboarding progress.
2. Reviewing and noting revisions to the online Ethics in Government training
 - a) Suggestions made in comparison to Hawaii's 30-minute online ethics training.

3. Expected start date of a new administrative assistant within the first week of November.
4. Continued increase in Ethics in Government training participation; current monthly training averages were mentioned.
5. Commission continues to accept both formal and informal complaints; staff are instructed to guide individuals on the distinction between ethics complaints and workplace grievances. So far, the commission has received positive community feedback.
6. Outreach and education activities included participation in the Close-Up Annual Youth Summit and Notre Dame High School Career Day.

B. Legislative and Policy Development

1. N. Fujikawa expressed the need to enhance the Guam Ethics's enabling law to provide clearer processes, structure, jurisdiction, administrative fines and alignment with national standards.
2. Anticipates legal counsel to provide a first draft of proposed legislation in November.

C. Budget

1. The Commission intends to allocate FY2025 Continuing Appropriations towards the development of a trust barometer, rebranding and an ethics conference in 2026.

D. Public Trust "Barometer" Initiative

1. N. Fujikawa explained that the Commission is pursuing the creation of a first-of-its-kind island-wide trust measurement tool, modeled after public trust methodologies such as those used by the Edelman Trust Index.
2. The purpose is to establish a baseline measurement of public trust in government operations and evaluate changes over time, aligning with the Commission's mandate to promote transparency and accountability.

E. Challenges

1. Department of Administration (DOA) advised that the Commission could not sit on the interview panel, limiting involvement in certain hiring processes.
2. The Executive Director stated this will be addressed in the revision of the Ethics Code.

F. Looking Ahead

1. Expected introduction of updated legislation in early November.
2. Agency rebranding is underway.
3. D. Leon Guerrero commended the positive direction of the Commission and acknowledged the quorum challenges.

G. Program / Training Fees

1. N. Fujikawa noted that fees for the Ethics in Government program have been waived in prior years. He recommended re-implementing fees moving forward to support operational autonomy while allowing selective fee waivers through community partnerships (For example, venue exchanges).

H. COGEL 47th Annual Conference (Travel)

1. Upcoming travel to the COGEL Conference was noted.
2. Because travel costs are under \$25,000, authorization falls within the Executive Director's discretion.
3. General concerns regarding travel challenges related to the federal government shutdown were acknowledged and will be reviewed further.

IV. **Old Business** – None

V. **New Business**

- A. Review and Approve Ethics in Government Program Training Fee for FY2026
- B. Executive Director and Staff Travel Request – COGEL 47th Annual Conference

VI. **Announcements** –

- A. Public Trust Barometer Discussion
- B. A member of the media inquired regarding the scope and purpose.
- C. N. Fujikawa clarified the intended role as a community-based measurement tool, establishing a baseline of trust and tracking improvement over time.

VII. **Adjournment**

- A. D. Leon Guerrero adjourned the meeting at 12:55 p.m.

Executive Director's Report

Operational Updates

- Recruitment- I am happy to report that we have been able to bring in 2 new Ethics Program Coordinators:
 - Ms. Kristin James and Ms. Chellsea Anderson tasked with
 - Outreach and Training Enhancements
 - Social media Strategic presence
 - Island trust Meter development
 - Annual Conference planning
 - Online Training modifications and streamlining
 - Case Management and processing
 - In addition, we are scheduled to have a new admin assistant set to begin on November 3, 2025.
- Ethics In Government Program Training:

FY2025 Ethics In Government Training Program		
Year	Month	Total
2024	October	84
	November	130
	December	39
2025	January	93
	February	277
	March	125
	April	170
	May	58
	June	59
	July	28
	August	70
	September	101
Total		1234

(FY2025 monthly avg. 102 Employees)

- Working with contractor on rebranding and redeveloping the online training modules
 - Current online modules est. around 1-hour 30mins
 - More focused trainings (10-25min modules)

- Ethics Training Compliance Report 4 GCA Chap 15. §15410 (d)
 - Reports Received as of Oct 23, 2025 –
 - As of 3 out of 65 - 4%
 - Due on Oct 30, 2025

- Complaints and Investigations: While we continue to accept both formal and informal complaints, we are preparing all case files but will not present to the Commission as we work on our new legislation enhancements to ensure we provide a clear pathway for cases going forward. We will be informing all complainants about our process as well as the 3 year statute of limitations that our current law allows for.

- Advisory Opinions: The Commission continues to field calls and inquiries regarding potential complaints and violations of the Ethics Code and have advise members of the community on the proper agencies to engage based on their circumstances and events as well as next steps with the Commission. I have asked our team to ensure we assist members of the community to the fullest extent possible and avoid simple referrals.

- Outreach – I was invited to the Close-Up Annual Youth Summit held at Hilton Micronesia Ballroom. On Oct 15, 2025 and had the opportunity as a panelist during their government expert panel portion of the summit to provide guidance to over 80 local high-school students on policy development and Ethic’s role in the community.
 - In addition, was also invited to Notre Dame High School’s career day and provided insights into Government Law and Ethics in the workplace.

Legislative and Policy Developments

- During this past budget season (July-Aug) our office was able to sit with Speaker Blas, Vice-Speaker Ada and several senators to introduce the Commission’s new management and vision for years ahead. From those meetings we were able to garner positive feedback and support for new legislative enhancements as well as answer their questions on improving our services to the community. We are continuing to reach out to all the senators to sit with us so we can share our plans for the future of the agency.

- We are currently working on revamping our enabling legislation (Title 4GCA Chapter 15) to:
 - Provide clearer processes and procedures
 - Reaffirm structure and jurisdiction

- Enable administrative penalties and fines
 - Align with national standards
- Anticipating a 1st draft legislation with our legal counsel in November. Once we receive that draft and review, we will share with Commissioners for comments and further discussion at the next meeting.

Budget

- Public Law 38-060 appropriated a status quo budget of \$552,680.00 for the Commission’s FY2026 operations. In addition, we were granted a continuing appropriation from the unspent funds in FY2025, thanks to an amendment from Senator Sabina Perez which received full support on the floor from all the senators.

Category	FY2026 Apr.	FY2025 C.A.	Est. Total for FY2026 Operations
Salaries	\$ 289,898.32	\$ 101,104.61	\$ 391,002.93
Benefits	\$ 94,848.68	\$ 55,163.27	\$ 150,011.95
Office Lease	\$ 65,993.00	\$ -	\$ 65,993.00
Contracts	\$ 50,440.00	\$ 5,993.10	\$ 56,433.10
Travel	\$ 20,000.00	\$ 745.70	\$ 20,745.70
Telecom	\$ 12,000.00	\$ 657.00	\$ 12,657.00
Equipment	\$ 10,000.00	\$ 4,604.00	\$ 14,604.00
Misc.	\$ 8,000.00	\$ 6,004.62	\$ 14,004.62
Supplies	\$ 1,500.00	\$ 1,500.00	\$ 3,000.00
Total	\$ 552,680.00	\$ 175,772.30	\$ 728,452.30

- Once we have reconciled our FY2025 balances with DOA, I am planning on reallocating these funds to the following categories: our 1st Island Trust Meter Report, Annual Ethics Conference, Training Enhancements, and branding and outreach.

Challenges

- We are still facing some challenges with DOA especially regarding HR efforts. While 4GCA Chap 15 states the Ex.D is authorized to hire and dismiss staff of the commission, I was advised from DOA that neither myself nor the Commissioners are eligible to sit on the interview panel for any Classified positions. These inconsistencies continue to stall my efforts in bringing in a full team and seems to limit our statutory authority under the guise of DOA policy compliance.
 - Legal has advised that with the new legislation we can establish these structural safeguards to avoid these types of roadblocks going forward. Perhaps a hybrid structure similar to the OPA's office and the Guam election Commission's office.

Looking Ahead

In the coming months, the Commission will be focused on three major initiatives:

1. Development of the Scope and launch of the RFP for Guam's 1st Trust Barometer
2. Introduction of new legislation to strengthen and enhance our mission and our efforts.
3. Rebranding and Strategic outreach efforts