



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

March 30, 2026

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

Re: Reporting Requirements for Boards and Commissions – March 2026

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

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 March 25, 2026.

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 March 25, 2026 Meeting Packet



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GUAM ETHICS COMMISSION

MEETING PACKET

March 25, 2026

12:00 PM

GUAM ETHICS COMMISSION Regular Board Meeting

Date: March 25, 2026

Time: 12:00 PM

Location: Guam Ethics Commission Conference Room/Zoom

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - A. January 27, 2026 – Regular Meeting
- III. Executive Director’s Report**
- IV. Closed Proceedings 4 GCA 15 §15401**
 - A. Complaints:
 - ETH-26-001-UT-202, ETH-26-002-UT-202, ETH-26-004-UT-202
 - B. Advisory Opinions:
 - AO-26-001-COI, AO-26-002-PE
- V. Old Business**
- VI. New Business**
 - A. GECOM-RFP-26-001 - Motion to authorize the Executive Director to enter into contract with the highest qualified bidder for Research Services: Development of the Guam Ethics Commission Trust Meter.
- VII. Announcements**
- VIII. Adjournment**

Call to Order @ 12:31 PM by Vice Chairman Dr. Robert Jack

Roll Call of Members

A. Members Present

1. Chairwoman Daphne M. Leon Guerrero
2. Vice Chairman Dr. Robert Jack
3. Margaret E.R. Tyquiengco, Commissioner (online)
4. Christopher A. Cruz, Commissioner (online)

B. Staff Present

1. Nico Fujikawa, Executive Director
2. Kristin C. D. James, Program Coordinator
3. Chellsea Anderson, Program Coordinator
4. Vanessa Camacho, Administrative Assistant

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Approval of Minutes	January 27, 2026 – Regular Meeting	Approved	Motion: R. Jack Second: M. Tyquiengco No discussion. Unanimously approved by the commission	N/A
Executive Director's Report	Operational Updates The executive director reported publication of the meeting notice, training delivery statistics for FY26 (over 600 trainees, 23% in-person/77% online), demand for specialized trainings, cumulative training totals (~13,000), and the status of agency compliance reports (21 of 65 submitted).	N/A	N/A	N/A
	Commission Update The Committee on Finance and Government Operations held a public hearing for the appointment of Atty. Genevieve P. Rapadas to the board of Commissioners for the Guam Ethics Commission. She is anticipated to be confirmed in the March Session which began on Monday, March 23, 2026 and may run until the end of the week.	N/A	N/A	N/A
	Legislative and Policy Development Bill 214-38 the Legislature continues to deliberate on the Bill in the March Session which began on Monday, March 23, 2026 and may run until the end of the week. <ul style="list-style-type: none"> Senators continued deliberations on the board's composition without reaching consensus. The bill, which failed yesterday, March 24, 2026, was reconsidered and passed today, returning to the third reading file for a possible final vote later this week. Key changes include standardizing the quorum to four members for all actions and removing commissioner stipends (previously \$50). Commissioners generally indicated stipends are not a priority, but feedback was requested on whether eliminating them is equitable compared to other boards. 	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	<p>Budget The director presented FY26 appropriation and continuing appropriation figures, identified available contract funds (including \$156,000) to support the Trust Meter, recapped the RFP timeline and evaluation process, and requested authorization to negotiate with the highest-rated proposer.</p>	N/A	N/A	N/A
	<p>Procurement The RFP for a Trust Meter produced two qualified offers, and sent a notice of award to the highest qualified bidder.</p>	N/A	N/A	N/A
Closed Proceedings	<p>ETH-26-001-UT-202 4 GCA Ch15 §15401 a4 - Due to lack of 5th Commissioner for Quorum for investigations.</p>	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
	<p>ETH-26-002-UT-202 4 GCA Ch 15 §15401 a4 - Due to lack of 5th Commissioner for Quorum for investigations.</p>	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
	<p>ETH-26-004-UT-202 4 GCA Ch 15 §15401 a4 - Due to lack of 5th Commissioner for Quorum for investigations.</p>	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
	<p>AO-26-001-COI 4 GCA Ch 15 §15401 a4 - Due to lack of 5th Commissioner for Quorum for investigations.</p>	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
	<p>AO-26-002-PE 4 GCA Ch 15 §15401 a4 - Due to lack of 5th Commissioner for Quorum for investigations.</p>	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
New Business	<p>GECOM-RFP-26-001 - Motion to authorize the Executive Director to enter into contract with the highest qualified bidder for Research Services: Development of the Guam Ethics Commission Trust Meter.</p>	Approved	<p>Motion: C. Cruz Second: M. Tyquiengco</p> <p>No discussion.</p> <p>Unanimously approved by the commission</p>	Executive Director to enter into contract with the highest qualified bidder.
Announcements	N/A	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Adjournment	N/A	N/A	Motion: R. Jack Second: C. Cruz No Discussion Unanimously approved by the commission.	N/A

Meeting Adjourned at 12:55 PM

Prepared By:

Vanessa Camacho
 Administrative Assistant

I certify that the record above is true and correct.

Attested By:





Nico A. C. Fujikawa
 Board Secretary, Executive Director



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Regular Board Meeting
March 25, 2026

Commissioner	Title	Signature
Daphne Leon Guerrero	Chairwoman	 an
Dr. Robert Jack	Vice Chairman	
Christopher Cruz	Commissioner	online 
Margaret Tyquiengco	Commissioner	online 



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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 I

Chellsea L. Anderson
Ethics Program Coordinator I

Vanessa E. Camacho
*Ethics Administrative
Assistant*

Regular Meeting

March 25, 2026

12:00 PM

Livestream Link:

<https://www.youtube.com/live/xVSTMPNaqV8?si=FpGf-Wequ7Mq3qZ6>

AGENDA

- I. **Call to Order / Roll Call of Members**
- II. **Approval of Minutes**
 - i. January 27, 2026 – Board Meeting
- III. **Executive Director's Report**
- IV. **Closed Proceedings 4 GCA 15 §15401**
 - i. Complaints:
ETH-26-001-UT-202, ETH-26-002-UT-202,
ETH-26-004-UT-202
 - ii. Advisory Opinions:
AO-26-001-COI, AO-26-002-PE
- V. **New Business**
 - i. GECOM-RFP-26-001 - Motion to authorize the Executive Director to enter into contract with the highest qualified bidder for Research Services: Development of the Guam Ethics Commission Trust Meter.
- VI. **Announcements**
- VII. **Adjournment**

GUAM ETHICS COMMISSION Regular Board Meeting

Date: January 27, 2026

Time: 12:30 PM

Location: Guam Ethics Commission Conference Room/Zoom

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - A. December 15, 2025 – Regular Meeting
- III. Executive Director’s Report**
- IV. Closed Proceedings 4 GCA 15 §15401**
 - A. ETH-26-001-UT-202
 - B. ETH-26-002-UT-202
- V. Old Business**
 - A. Executive Director - 6-month evaluation - 5 G.C.A., Chapter 43, §43202
- VI. New Business**
 - A. Commission’s Fiscal Year 2027 Operational Budget Request Review:
 1. Resolution No. 26-002 – Relative to Adopting the Fiscal Year 2027 Budget Request for the Guam Ethics Commission
 - B. Review and Approve RFP No. GECOM-RFP-26-001 Research Services: Development of the Guam Ethics Commission Trust Meter
- VII. Announcements**
- VIII. Adjournment**

Call to Order @ 12:53 PM BY Presider, Chairwoman Daphne M. Leon Guerrero

Roll Call of Members

A. Members Present

1. Chairwoman Daphne M. Leon Guerrero
2. Vice Chairman Dr. Robert Jack (online)
3. Margaret E.R. Tyquiengco, Commissioner
4. Christopher A. Cruz, Commissioner (online)

B. Staff Present

1. Nico Fujikawa, Executive Director
2. Kristin C. D. James, Program Coordinator
3. Chellsea Anderson, Program Coordinator
4. Vanessa Camacho, Administrative Assistant

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Approval of Minutes	December 15, 2025 – Regular Meeting	Approved	Motion: R. Jack Second: M. Tyquiengco No discussion. Unanimously approved by the commission	N/A
Executive Director's Report	N/A	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
Closed Proceedings	ETH-26-001-UT-202 4 GCA Ch15 §15401 a4 - Due to lack of 5 th Commissioner for Quorum for investigations.	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
	ETH-26-002-UT-202 4 GCA Ch 15 §15401 a4 - Due to lack of 5 th Commissioner for Quorum for investigations.	Chairwoman D. Leon Guerrero Tabled Item	N/A	Item tabled to next meeting.
Old Business	Executive Director - 6-month evaluation - 5 G.C.A., Chapter 43, §43202 The Guam Ethics Commission reviewed ED N. Fujikawa six-month evaluation, with positive feedback from the commissioners. Chairwoman D. Leon Guerrero, Vice Chair Dr. R. Jack, Commissioner M. Tyquiengco and Commissioner Christopher Cruz highlighted the Director's commitment and the significant progress made despite initial challenges, including a lack of staff and budget. The Director acknowledged the support from the commissioners as a motivating factor in his role.	Approved	N/A	Guam Ethics Commission staff will compile and make available the evaluations on the website for community access.

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
New Business	<p>Commission’s Fiscal Year 2027 Operational Budget Request Review:</p> <ul style="list-style-type: none"> <i>Resolution No. 26-002 – Relative to Adopting the Fiscal Year 2027 Budget Request for the Guam Ethics Commission</i> <p>ED N. Fujikawa presented a budget request for fiscal year 2027, which reflects a increase of about 33-35%. This budget aims to support the enhanced operations and hiring of additional personnel, including an Ethics investigator and an accountant, to improve the Commission's independence from other agencies. The total budget proposed is \$747,395, compared to the previous year's status quo budget of \$552,600.</p>	Approved	<p>Motion to adopt budget as presented by ED N. Fujikawa</p> <p>Motion: M. Tyquiengco Second: R. Jack</p> <p>No discussion.</p> <p>Unanimously approved by the commission</p>	<p>Chairwoman D. Leon Guerrero will sign Resolution No. 20-002 to Adopt the FY27 Budget Request for the Guam Ethics Commission.</p> <p>Guam Ethics Commission staff will submit the budget request to Senator Christopher Duenas' office by Monday Feb 2.2026</p>
	<p>Review and Approve RFP No. GECOM-RFP-26-001 Research Services: Development of the Guam Ethics Commission Trust Meter</p> <p>ED N. Fujikawa presented that the Guam Ethics Commission is seeking approval for an RFP to engage a research firm to create the Guam Ethics Commission Trust Meter, which will assess public sentiment towards government officials and agencies. Chellsea's efforts in preparing the 42-page document were recognized, and a timeline was outlined, with the goal of launching the RFP soon and completing the project by August. The Trust Meter aims to provide a quantifiable scorecard to enhance public trust and confidence.</p>	Approved	<p>Motion to approve GECOM-RFP-26-001</p> <p>Motion: C. Cruz Second: R. Jack</p> <p>No discussion. Unanimously approved by the commission.</p>	<p>Guam Ethics Commission staff will launch the RFP for the Trust Meter by Friday and close it by March 5th.</p>
Announcements	N/A	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Adjournment	N/A	N/A	Motion: M. Tyquiengco Second: R. Jack No Discussion Unanimously approved by the commission.	N/A

Meeting Adjourned at 1:15 PM

Prepared By:

Vanessa Camacho
 Administrative Assistant

I certify that the record above is true and correct.

Attested By:

Nico A. C. Fujikawa
 Board Secretary, Executive Director

Executive Director's Report
3/25/2026

Operational Updates

- Ethics In Government Program Training:
 - As of March 25,2026, we have provided training to 600+ Government Employees for Fiscal Year 2026.
Online: 465 (77%)
In-Person: 140 (23%)
 - In addition, we have been receiving feedback for more specialized trainings to include:
Ethics In Accounting
Ethics in Human Resources
Ethics in Customer Service
Ethics in Management
 - This aligns with our strategic plan to update and upgrade our training program and outreach efforts across the board. We will work with our Branding team to develop these specialized trainings in the coming months.

FY	Total
2026	605
2025	1144
2024	6706
2023	1678
2022	2809
2021	91
2020	10
2019	24
Grand Total	13,067
<i>Average</i>	1633

- Ethics Training Compliance Report 4 GCA Chap 15. §15410 (d) Reports Received as of March 25, 2025 –21 out of 65 - 32% Compliance

- **Complaints and Investigations:**
We continue to prepare all case files and will present to the Commission as we work on filling the vacant seats as well as 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.

Commission Update

- On February 12,2026 the Committee on Finance and Government Operations held a public hearing for the appointment of Ms. Genevieve P. Rapadas to the board of Commissioners for the Guam Ethics Commission.
- Pending the Legislature’s vote and confirmation, she is anticipated to be confirmed in this March Session which began on Monday March 23, 2026 and may run till the end of the week.

Legislative and Policy Developments

- Bill 214-38 – Relative to Strengthening the independence and effectiveness of the Guam Ethics Commission.
- UPDATE: Bill 214-38 – The Legislature continues to deliberate on the Bill in this March Session which began on Monday March 23, 2026. As of March 24,2026, the senators continue to discuss and deliberate on the make-up of the board to create true independence for the Commission to act independently of political interference.

Summary of changes:

Provision	Current Law	Bill 214-38
Commission Appointment <i>*NOTE- Make-up of the Board up for discussion: Who shall appoint to create more independence?</i>	(7) Members appointed from the Governor	(7) Members appointed by the Governor, confirmed by the Legislature. The Governor shall seek and consider recommendations on appointments from community organizations to include: <ul style="list-style-type: none"> • Guam Bar Association • Society for Human Resources Management (SHRM) • Association of Government Accountants • Guam Chamber of Commerce Chairperson shall be elected by a vote of (4) of more members
Term	Original Members	4 years

	2 members for 2 years 2 members for 3 years 1 member for 4 years	
Quorum	4 members for administration, 5 members for Complaints, Investigations and Decisions	4 members for all actions
Stipend	\$50.00 Stipend per regular meeting	No Stipend
Removal	Governor may remove Commissioner for cause	Vote of 4 from the Commissioners
Hearings / Proceedings	Closed to the public (unless the accused party requests for an open hearing)	Open to Public, and records shall be available for public review.
Administrative Penalties	None	Up to \$5000.00 per violation after a Commission convenes a hearing in accordance with §15401

- Title 4 GCA Chap 15 – Reformation -Draft Legislation is still with Legal Counsel. Once received will we share with Commissioners for discussion, feedback and approval. Our goal is to:
 - Provide clearer processes and procedures
 - Reaffirm structure and jurisdiction
 - Enable administrative penalties and fines
 - Align with national standards

Budget

FY2026- Budget Update: As of March 2026

Description	FY2026 Apr.	FY2025 CA	Actual Expenditure	Encumbrances	Available Funds
REGULAR SALARY-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 289,898.32	\$ -	\$ 85,392.48	\$ 123,800.00	\$ 80,705.84
FRINGE-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 94,848.68	\$ -	\$ 36,581.11	\$ 43,496.00	\$ 14,771.57
CONTRACT-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 50,440.00	\$ 170,949.15	\$ 9,011.13	\$ 56,158.85	\$ 156,219.17
TRAVEL-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 20,000.00	\$ 745.70	\$ -	\$ -	\$ 20,745.70
EQUIPMENT-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 10,000.00	\$ 8,802.00	\$ 4,272.00	\$ -	\$ 14,530.00
MISCELLANEOUS-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 8,000.00	\$ 9,532.62	\$ 5,114.00	\$ 8,368.00	\$ 4,050.62
TELECOMM-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 12,000.00	\$ 1,782.00	\$ 5,103.48	\$ 7,242.28	\$ 1,436.24
SUPPLIES-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 1,500.00	\$ 1,500.00	\$ 1,025.96	\$ 1,379.70	\$ 594.34
BLDG RENT-GENERAL FUND-FISCAL YEAR 2026-GUAM ETHICS COMMISSION	\$ 65,993.00	\$ -	\$ 38,495.80	\$ 27,497.00	\$ 0.20
TOTALS	\$ 552,680.00	\$ 193,311.47	\$ 184,995.96	\$ 267,941.83	\$ 293,053.68

- We continue to practice Fiscal prudence in our expenditures as we refocus on providing enhanced trainings and additional products and services to the community.
- Our successful securing of the FY2025 Continuing Appropriation (CA) has provided an opportunity for the Ethics Commission to invest into new branding, projects, reports and campaigns all aimed and reestablishing our presence in the community.

Procurement

GECOM RFP-2026-001 -

- On February 2, 2026 we officially launched GECOM RFP-2026-001 Research Services: Development of the Guam Ethics Commission Trust Meter.
- We received questions from potential vendors on February 10, 2026 and provided official responses by February 13, 2026 to all registered parties in accordance with the RFP guidelines.
- The RFP Closed at 4:00pm on March 5, 2026 with 2 qualified offerors submitting proposals.
- On March 11, 2026 An evaluation committee, consisting of 2 Ethics Staff and 1 Commissioner, reviewed and provided their selection for the highest rated offeror to the Executive Director for further action.
- On March 16, 2026 A Notice of Intent to Award was sent to the highest rated offeror, and Notice of Non-Selection was sent to the other proposer. A cost proposal for the services has been submitted for review.