

The Guam Ethics Commission

Kumisión i Ginihan Areklamenton Guåhan

CITIZEN CENTRIC REPORT

OCT. 2022-SEP. 2023

FY2023

THE COMMISSION

Christopher Cruz
Chairman

Margaret Tyquiangco
Vice-Chairwoman

Marilyn Borja
Commissioner

Robert Jack, MD
Commissioner

Shannon Murphy
Commissioner

Daphne Leon Guerrero
Commissioner

COMMISSION STAFF



JESSE JOHN QUENGA
EXECUTIVE
DIRECTOR



REUBEN C. BUGARIN
ETHICS INVEST. &
COMPLIANCE OFFICER II



PAMELA D. MABAZZA
ETHICS INVEST. &
COMPLIANCE OFFICER II



ARIELLE L. NAVARRO
ADMINISTRATIVE
ASSISTANT

WHAT WE DO

01 Guidance

The Commission issues informal guidance on all aspects of the Guam Ethics Code, including but not limited to:

- An employee's responsibility when receiving or accepting gifts from private or government sources
- A Public Official's responsibility when filing financial disclosures and gift disclosures
- An employee's post-employment restrictions after separating from government service.

03 Ensuring Compliance with disclosure laws

All financial disclosure statements filed by Government of Guam officials shall be maintained by the Guam Ethics Commission during the term of office of the employee, and for a period of three years thereafter.

02 Educational Training

Following the enactment of Public Law 36-25, in addition to elected and appointed officials, all Government of Guam employees shall attend and complete the Ethics in Government Program hosted by the Guam Ethics Commission, or other provider approved by the Guam Ethics Commission.

04 Enforcing Ethics Laws

The Commission shall receive and review complaints and conduct confidential investigations concerning potential violations.

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TALK TO US



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MISSION

The Guam Ethics 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.



PERFORMANCE

4,207

GOVERNMENT EMPLOYEES
AND OFFICIALS TRAINED.

22

ETHICS IN GOVERNMENT
WORKSHOPS CONDUCTED.

31

AGENCIES 80-100% COMPLIANT IN
FULFILLING THE ETHICS IN
GOVERNMENT PROGRAM
MANDATE.



35%

PERCENT OF GOVERNMENT
EMPLOYEES AND OFFICIALS
TRAINED OUT OF 12,080.



100%

PERCENT OF AGENCIES THAT
HAVE SUBMITTED ETHICS
TRAINING COMPLIANCE REPORT.

MAJOR ACCOMPLISHMENTS

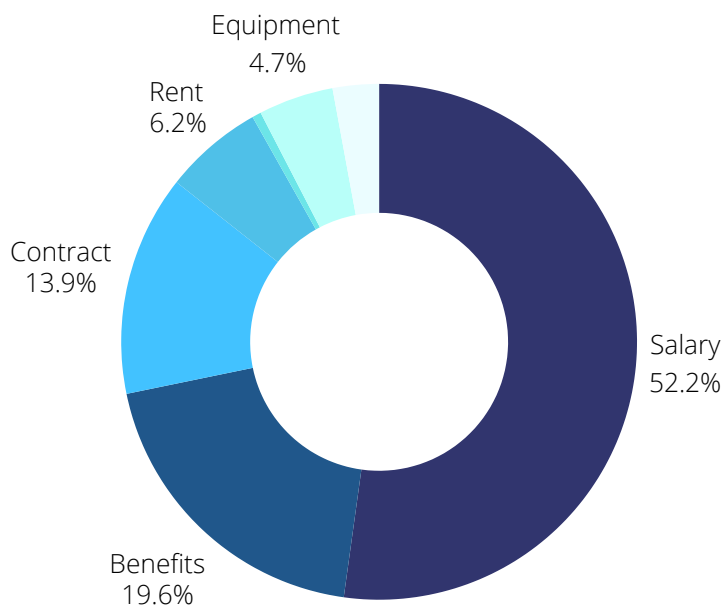
- Commissioners Christopher Cruz and Meg Tyquiengco attended the 2022 Council on Governmental Ethics Laws Conference. This conference presented a significant opportunity for our commissioners to engage with peers, experts, and leaders from various districts, all focused on enhancing ethical governance.
- In January 2023, the Ethics Investigation and Compliance Officer Position series were approved and recruitment began for these positions.
- The Commission conducted a study concerning employee perceptions on compliance with ethics training and appropriate penalties for non-compliance.
- The Commission obtained a 33% increase in local appropriation from the general fund to the Commission. Further, legislative authorization was secured for the third year in a row for the Commission to utilize available funds in the Government Ethics Special Fund. This authorization helps the Commission satisfy any unmet need experienced from the lack of general appropriation funding.
- The Commission successfully prepared and published its First Summary of Opinions, an annual summary of its decisions and orders made by the Commission from March 2022 to March 2023.
- The Commission forwarded 6 Ethics Complaint Cases to the Office of the Attorney General of Guam for possible filing of criminal charges.



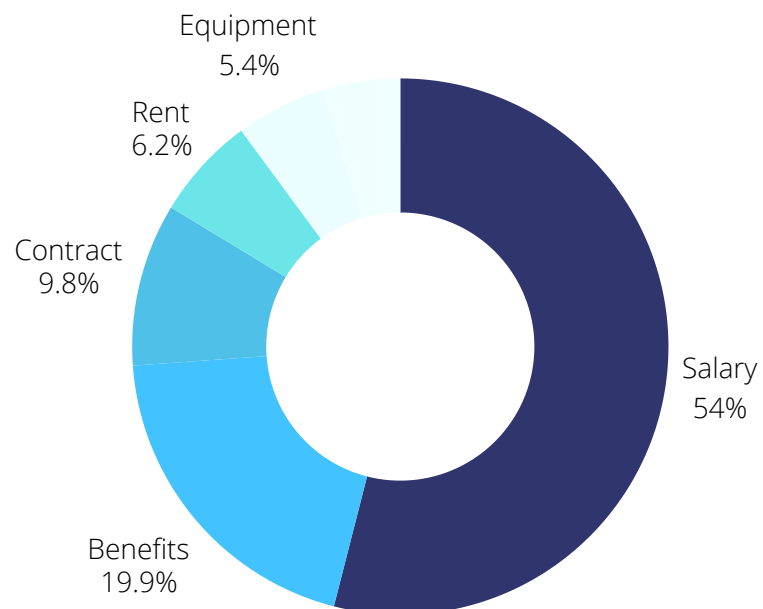
**Ethics in Government Workshop
conducted by Atty. Vince Camacho**

FINANCES

Account Code	Budget Act(s) Appropriations	Expenditures
111 Salary	\$175,820	\$183,628
113 Benefits	\$63,856	\$67,671
TOTAL Personnel Services	\$239,676	\$251,299
220 Travel	\$12,487	\$7,626
230 Contract	\$30,948	\$9,765
233 Rent	\$65,993	\$65,993
240 Supplies	\$1,000	\$86
290 Miscellaneous	\$5,171	\$18,446
TOTAL Operations	\$115,599	\$101,915
TOTALS	\$355,275	\$353,215



Budget Act(s) Appropriation



Expenditures

The Guam Ethics Commission is included in a Government-wide audit. An independent audit was conducted and released on February 8, 2025. Complete financial information can be found at: <https://opaguam.org/reports-audits/financial-audits>

CHALLENGES & OUTLOOK

Staff Recruitment



Recruit and hire for Ethics Investigation and Compliance Officer Series.

COGEL Training Resources



Access to COGEL training materials, network, and resources to enhance online ethics training portal.

Adopt SOPs



Draft and adopt standard operating procedures for processing complaints, financial management, invoices, and certificates.

Media Services



Procure media and video production services to create material for the Commission.

Ethics Training



Ensure adequate number of ethics training workshops are conducted to meet mandate in 2024.

Ethics Publication



Submit contributions to the 2023 Ethics Bluebook Publication for the Council on Governmental Ethics Laws.

"I couldn't be more proud of the incredible progress we've made so far. The dedication and passion our team has shown in every project are a testament to the hard work we've all put in. I'm thrilled to continue our journey, and the next step—training all of our government employees—will empower us to achieve even greater things together. I'm excited to see everyone grow and contribute to our agency's continued success!"

These achievements serve as a testament to our unwavering dedication and efforts as an organization. With the unwavering support of the Commission and the professional staff, we remain resolute in upholding our mission and making a profound and positive impact on Guam."

Jesse John Quenga, Executive Director



Do you like this report? Is there any other information you would like to see included? Please let us know by contacting Ethics Investigation and Compliance Officer II Reuben C. Bugarin at reuben.bugarin@ethics.guam.gov.