

The Guam Ethics Commission

Kumisi3n i Ginihan Areklamenton Guåhan

CITIZEN CENTRIC REPORT

OCT. 2023-SEP. 2024

FY2024

THE COMMISSION

Christopher Cruz
Chairman

Margaret Tyquiengco
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

7,563

GOVERNMENT EMPLOYEES AND OFFICIALS TRAINED AND COMPLAINT SINCE 2021.



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

11

ETHICS IN GOVERNMENT WORKSHOPS CONDUCTED.



PERCENT OF AGENCIES THAT HAVE SUBMITTED ETHICS TRAINING COMPLIANCE REPORT.

57

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

MAJOR ACCOMPLISHMENTS

- The Commission processed 25 complaints involving allegations of ethical misconduct. Of those cases, 18 have since been dismissed and seven (7) were forwarded to the Office of the Attorney General. Specifically, nine (9) stemmed from allegations of violations of the Prohibition Against Unfair Treatment, four (4) involved alleged Conflicts of Interest, and 12 fell beyond the authority of the Commission's jurisdiction.

25

CASES RECEIVED

Forwarded to the Attorney General's Office
7



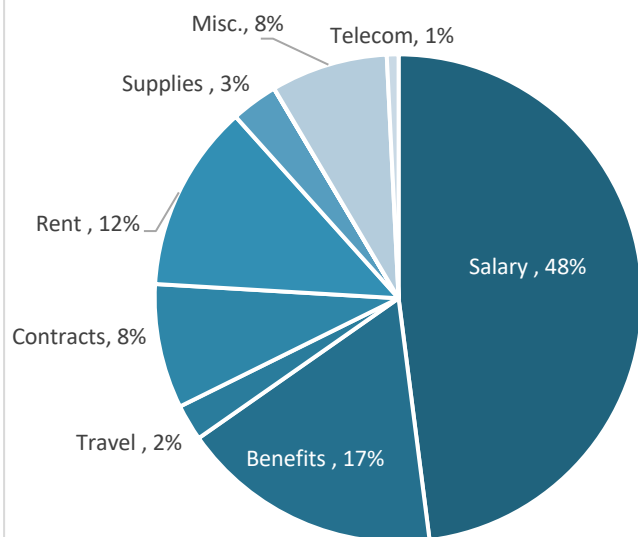
Cases Dismissed
18

Prohibition Against Gifts	-
Required Reporting of Gifts	-
Employee use of Confidential Info	-
Prohibition Against Unfair Treatment	9
Conflicts of Interest	4
Contracts	-
File GEC Reports	-
Restrictions on Post Employment	-
Other	12
Total	25

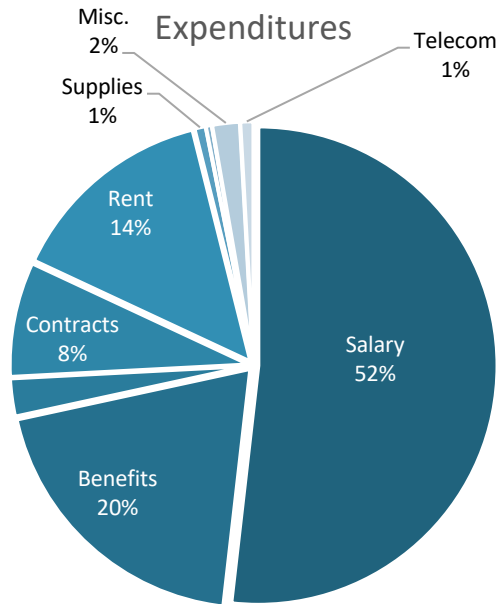
FINANCES

<u>Account Code</u>		<u>Total Budget</u>	<u>Total Expenditures</u>
111	Salary	\$ 254,758.00	\$ 241,652.72
113	Benefits	\$ 91,940.00	\$ 92,334.49
220	Travel	\$ 12,760.00	\$ 11,968.48
230	Contracts	\$ 43,806.00	\$ 36,286.69
233	Rent	\$ 65,993.00	\$ 65,992.80
240	Supplies	\$ 16,500.00	\$ 3,534.00
250	Equipment	\$ -	\$ 1,889.00
271	Drug Testing	\$ 80.00	\$ -
290	Miscellaneous	\$ 41,127.00	\$ 8,684.14
363	Telecom	\$ 4,116.00	\$ 4,110.88
TOTAL:		\$ 531,080.00	\$ 466,453.20

Budget Appropriation



Expenditures



The Guam Ethics Commission is included in a Government-wide audit. An independent audit was conducted and released on April 26, 2026. 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 2025.



Ethics Publication

Submit contributions to the 2024 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 (FY2024)



Do you like this report? Is there any other information you would like to see included? Please let us know by contacting info@ethics.guam.gov.