



GUAM ETHICS COMMISSION
Kumision i Ginihan Areklamenton Guåhan

134 West Soledad Avenue, Suite 406 BOH Building, Hagatna GU 96910
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July 1, 2025

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

Re: Guam Ethics Commission – FY2025 3rd Quarter Staffing Pattern Report

Håfa Adai Speaker Blas,

Pursuant to PL 37-125, Chapter XIII Part 2 Section 10, the Guam Ethics Commission submits its Staffing Pattern report for the 3rd quarter of FY2025 ending June 30, 2025.

If you have any questions or need anything further, please feel free to contact me at 671-969-5625 or via email at nico.fujikawa@ethics.guam.gov.

Si Yu'os Ma'ase!

NICO A.C. FUJIKAWA
Executive Director

**Government of Guam Fiscal Year 2025
3rd Quarter Agency Staffing Pattern**

FUNCTIONAL AREA: General Government
DEPARTMENT/AGENCY: Guam Ethics Commission

(A) (B) (C) (D) (E) (F) (G) (H) (I) (J) (K) (L)											
1	Name of Employee	Position Title	Most Recent Hire Date	Salary	Pay Adjustments	Benefits	Annual Total	3rd Quarter Gross Salary	3rd Quarter Benefits	3rd Quarter Total Salary & Benefits	Funding Source
1	Nico A.C Fujikawa	Executive Director	6/11/2025	\$ 107,859	\$ -	\$ 34,382.00	\$ 142,241	\$ 3,111	\$ 992	\$ 4,103	General Fund
2	Reuben Bugarin	Ethics Investigation & Compliance Officer II	5/7/2023	\$ 56,999	\$ -	\$ 21,932.14	\$ 78,931	\$ 5,481	\$ 2,109	\$ 7,590	General Fund
3	Arielle Navarro	Administrative Assistant	2/13/2024	\$ 37,913	\$ -	\$ 16,680.99	\$ 54,594	\$ 2,187	\$ 962	\$ 3,150	General Fund
				\$ 202,771	\$ 0	\$ 72,995	\$ 275,766	\$ 10,779	\$ 4,063	\$ 14,842	Total