



**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](mailto:info@ethics.guam.gov)

October 7, 2025

Honorable Frank F. Blas Jr.  
Speaker, 38<sup>th</sup> Guam Legislature  
*I Mina'trentai Ocho Na Liheslaturan Guåhan*  
Guam Congress Building  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

Re: Guam Ethics Commission – FY2025 4<sup>th</sup> 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 4<sup>th</sup> quarter of FY2025 ending September 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](mailto:nico.fujikawa@ethics.guam.gov).

Si Yu'os Ma'ase!

NICO A.C. FUJIKAWA  
Executive Director

**Government of Guam Fiscal Year 2025  
4th 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)
	Name of Employee	Position Title	Most Recent Hire Date	Salary	Pay Adjustments	Benefits	Annual Total	4th Quarter Gross Salary	4th Quarter Benefits	4th Quarter Total Salary & Benefits	Funding Source
1	Nico A. C. Fujikawa	Executive Director	6/11/2025	\$ 107,859	\$ -	\$ 34,382.00	\$ 142,241	\$ 14,519	\$ 4,628	\$ 19,148	General Fund
2	Kristin C. D. James	Program Coordinator I	9/29/2025	\$41,372.00	\$ -	\$ 15,721.36	\$ 57,093	\$ 318	\$ 121	\$ 439	General Fund
				<b>\$ 149,231</b>	<b>\$ 0</b>	<b>\$ 50,103</b>	<b>\$ 199,334</b>	<b>\$ 14,838</b>	<b>\$ 4,749</b>	<b>\$ 19,587</b>	<b>Total</b>