

The Guam Ethics Commission

Kumisión i Ginihan Areklamenton Guåhan

CITIZEN CENTRIC REPORT

THE COMMISSION

Shannon Murphy
Chairwoman

Marilyn R. Borja
Vice-Chairwoman

Margaret E.R. Tyquiengco
Commissioner

Robert S. Jack, MD
Commissioner

Christopher A. Cruz
Commissioner

Daphne Leon Guerrero
Commissioner

THE TEAM



JESSE JOHN QUENGA
EXECUTIVE DIRECTOR



REUBEN C. BUGARIN
ETHICS PROGRAM COORDINATOR



PAMELA D. MABAZZA
ETHICS PROGRAM COORDINATOR

WHAT WE DO

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.

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.

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.

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.

GOALS AND OBJECTIVES

- Establish an orderly procedure for filing Financial Disclosure Statements of persons covered under 4 GCA Chapter 15 § 15208.
- Render advisory opinions on requests made by employees of the Government on whether the facts and circumstances of a particular case warrant a violation of the Code of Ethics.
- Establish a process to receive, hear, and investigate complaints.
- Make available every action, opinion, or decision made by the Commission online and have a registry to indicate the compliance levels for the mandates of persons covered under this chapter of the Guam code.

OCT. 2020-SEP. 2021

FY2021

MORE INFORMATION IS AVAILABLE AT WWW.GUAMETHICS.COM

ABOUT US

1

PERFORMANCE

92

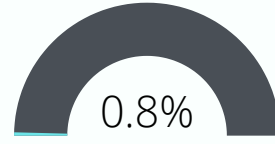
GOVERNMENT EMPLOYEES AND OFFICIALS TRAINED.

2

ETHICS IN GOVERNMENT WORKSHOPS CONDUCTED.

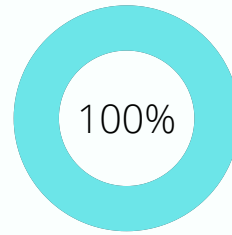
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AGENCIES WHO ARE ABOUT 80-100% COMPLIANT IN FULFILLING THE ETHICS IN GOVERNMENT PROGRAM MANDATE.



0.8%

PERCENTAGE OF GOVERNMENT EMPLOYEES AND OFFICIALS TRAINED OUT OF 11,136.



100%

PERCENT OF AGENCIES THAT HAVE SUBMITTED ETHICS TRAINING COMPLIANCE REPORT.

MAJOR ACCOMPLISHMENTS



Enactment of PL 36-25, relative to requiring all Government of Guam employees attend ethics training

Enactment of PL 36-28, relative to reaffirming the Guam Ethics Commission as an independent and autonomous agency within the Government of Guam



GEthC Resolution 2021-001, relative to affirming the Guam Ethics Commission's appointment of Jesse John Quenga to serve as the Executive Director



Daphne Leon Guerrero was appointed and subsequently confirmed to serve as Commissioner of the Guam Ethics Commission



GEthC Resolution 2021-002, relative to establishing the training fee for the Ethics in Government Program mandated by Title 4 Guam Code Annotated Chapter 15

GEthC Resolution 2021-003, relative to affirming the Commission's desire to retain legal counsel independent from the Office of the Attorney General, and further requesting the Guam Legislature introduce a measure authorizing the Commission to do so.

The Executive Director and Staff completed a "Leading Workplace Investigations" training with SHRM.

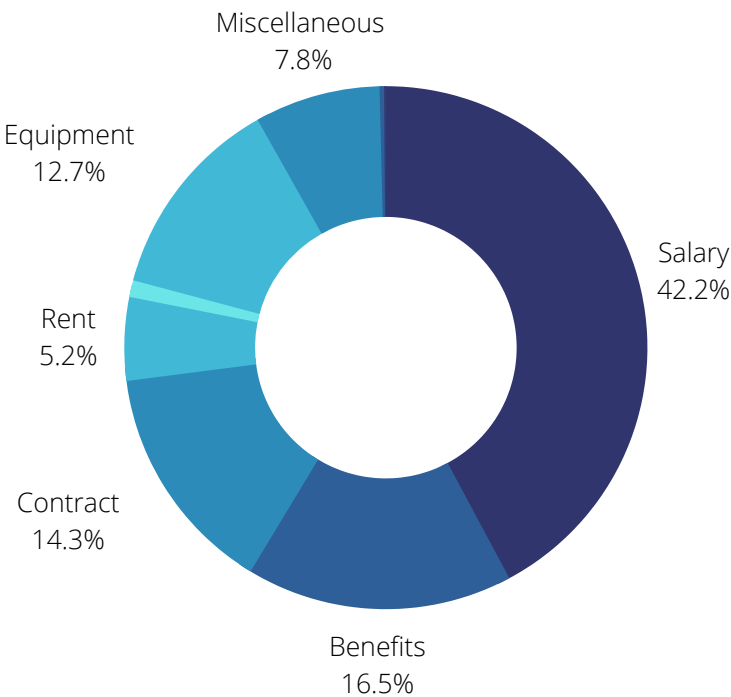


The Executive Director and Staff completed and passed Procurement Modules 1-4

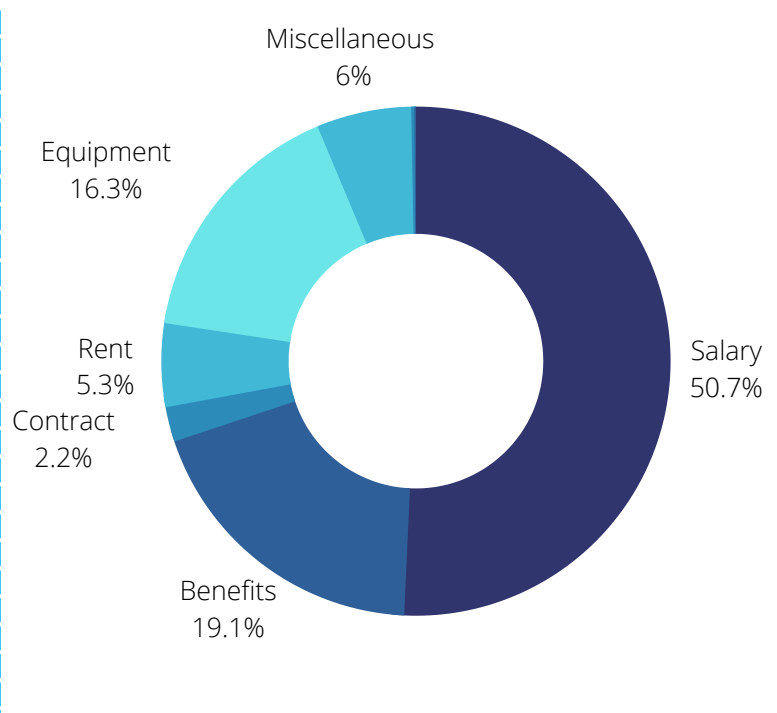


FINANCES

Account Code	Budget Act(s) Appropriations	Expenditures
111 Salary	\$81,392	\$79,441
113 Benefits	\$31,818	\$29,982
TOTAL Personnel Services	\$113,201	\$109,423
230 Contract	\$27,607	\$3,450
233 Rent	\$9,943	\$8,303
240 Supplies	\$2,000	\$76
250 Equipment	\$25,495	\$25,495
271 Drug Testing	\$200	\$80
290 Miscellaneous	\$15,000	\$9,423
363 Telephone	\$546	\$315
TOTAL Operations	\$80,790	\$47,142
TOTALS	\$194,000	\$156,565



Budget Act(s) Appropriation



Expenditures

The Guam Ethics Commission is included in a Government-wide audit. An independent audit was conducted and released on July 20, 2022. Complete financial information can be found at: <https://opaguam.org/reports-audits/financial-audits>

CHALLENGES & OUTLOOK

Remote Working



Due to the Covid-19 pandemic, Commission staff gave efforts to work remotely. Further, Ethics in Government Program workshops transitioned from being conducted in person to virtually via ZOOM.

Legal Counsel



The Guam Ethics Commission petitioned the Guam Legislature to introduce a measure authorizing the commission to obtain independent legal counsel.

Establishing Guam Ethics Commission



The Executive Director and staff worked diligently to establish the Commission within the Government of Guam. These tasks included obtaining a domain from OTECH, setting up accounts, creating emails & standard forms, and securing a physical office location.

UOG MOA



The Guam Ethics Commission is developing a Memorandum of Agreement (MOA) with the University of Guam's (UOG) School of Business and Public Administration to support the delivery of the Ethics in Government Program Workshops.

Vacancy



The Guam Ethics Commission currently lead by six (6) confirmed out of a possible seven (7) members. The Commission is hopeful to have the final vacancy filled in the upcoming term.

Website



The Guam Ethics Commission website is under development. When completed, GEThC is hoping to offer a self-paced, online workshop that provide broader opportunities for employees to fulfill the ethics training mandate.



"Fiscal Year 2021 represents the first budgetary appropriation to the Guam Ethics Commission. This appropriation makes it possible for the Commission to efficiently deliver on its mandates, specifically to uplift the public's confidence in government. In addition to adjudicating ethical complaints, the Commission looks forward to ensure that every government official and employee attend an ethics training as mandated by law."

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 Program Coordinator Reuben C. Bugarin at reuben.bugarin@ethics.guam.gov.