

# The Guam Ethics Commission

*Kumisión i Ginihan Areklamenton Guahan*

**CITIZEN CENTRIC REPORT**

**OCT. 2021-SEP. 2022**

**FY2022**

## THE COMMISSION

**Christopher Cruz**  
*Chairman*

**Margaret Tyquiengco**  
*Vice-Chairwoman*

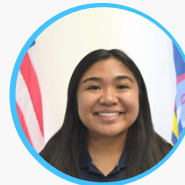
**Marilyn Borja**  
*Commissioner*

**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.

### Table of Contents

<b>ABOUT US.....</b>	<b>1</b>
<b>PERFORMANCE.....</b>	<b>2</b>
<b>FINANCES.....</b>	<b>3</b>
<b>CHALLENGES &amp; OUTLOOK.....</b>	<b>4</b>

## TALK TO US



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Guam 96910**

## 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

2,345

GOVERNMENT EMPLOYEES AND OFFICIALS TRAINED.

50

ETHICS IN GOVERNMENT WORKSHOPS CONDUCTED.

28

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



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



PERCENT OF AGENCIES THAT HAVE SUBMITTED ETHICS TRAINING COMPLIANCE REPORT.

## MAJOR ACCOMPLISHMENTS

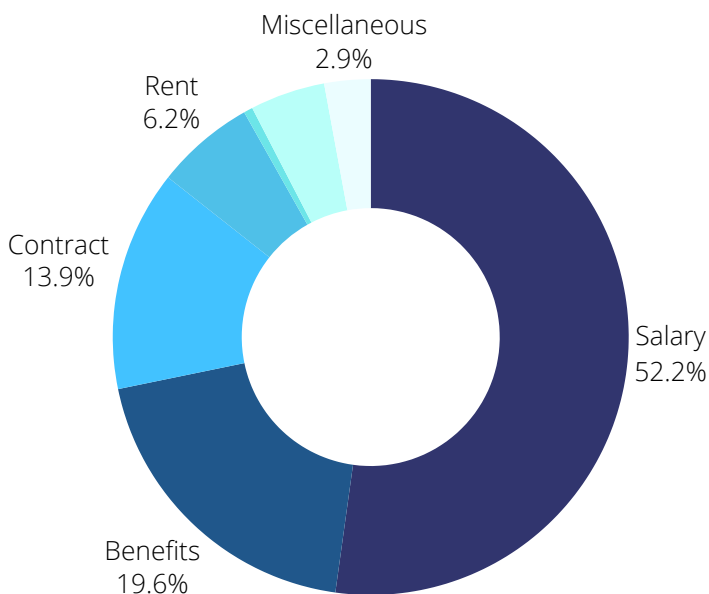
- The Commission successfully issued and awarded two professional contracts which provided the Commission with a general counsel and prosecutor for the adjudication of cases presented before it.
- In March 2022, the process for receiving complaints officially launched with nearly 40 cases filed before the end of the calendar year 2022.
- The Commission obtained a 33% increase in local appropriation from the general fund to the Commission. Further, legislative authorization was secured for the second 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 submitted the draft administrative rules, as approved by the Commission. To facilitate the rule development process, a comprehensive enterprise-wide study was conducted, providing valuable insights into employee attitudes towards mandatory ethics training and the corresponding disciplinary actions for non-compliance. The rules were subsequently transmitted to the Office of the Governor and the Office of the Attorney General for their review and necessary action.
- The Commission collaborated with the University of Guam School of Business and Public Administration to initiate the Ethics in Leadership pilot program. This program aims to recognize students who have successfully completed the PA 405 Leadership Ethics in the Professions course by awarding them a certificate of completion for the Ethics in Government Program.



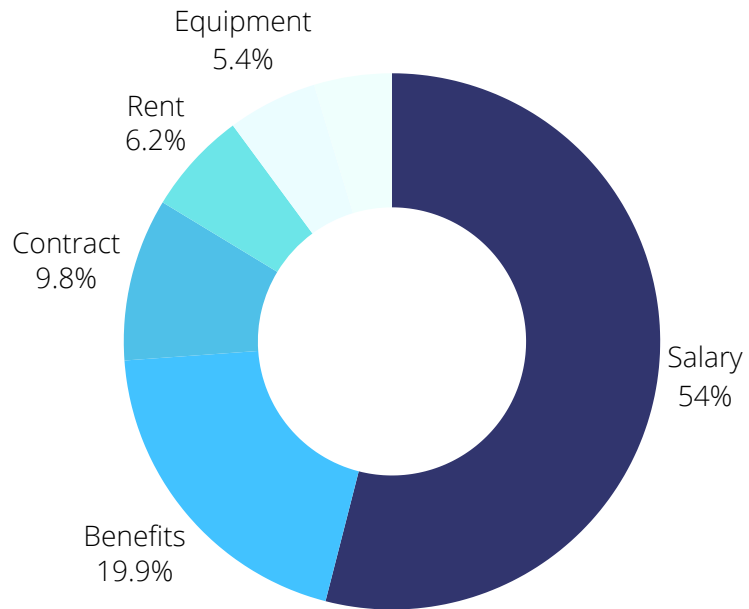
*\*Ethics in Government Workshop conducted by Atty. Vince Camacho\**

# FINANCES

Account Code	Budget Act(s) Appropriations	Expenditures
111 Salary	\$139,360	\$144,154
113 Benefits	\$52,264	\$53,080
<b>TOTAL Personnel Services</b>	<b>\$191,623</b>	<b>\$197,234</b>
230 Contract	\$37,000	\$26,200
233 Rent	\$16,605	\$16,605
240 Supplies	\$1,500	\$0
250 Equipment	\$12,555	\$14,453
290 Miscellaneous	\$7,723	\$12,527
<b>TOTAL Operations</b>	<b>\$75,396</b>	<b>\$69,785</b>
<b>TOTALS</b>	<b>\$267,019</b>	<b>\$267,019</b>



Budget Act(s) Appropriation



Expenditures

The Guam Ethics Commission is included in a Government-wide audit. An independent audit was conducted and released on November 21, 2023. Complete financial information can be found at: <https://opaguam.org/reports-audits/financial-audits>

# CHALLENGES & OUTLOOK

## UOG MOA



Explore a continuation of the memorandum of agreement with the university of Guam to provide facilitators to conduct ethics training as mandated by Public Law 36-25

## Online Training



Explore partnerships with other government entities to expand and enhance the online ethics training portal.

## Draft Rules



Monitor the review process for the draft administrative rules as adopted by the Commission.

## COGEL Membership



Obtain full membership with the Council on Governmental Ethics Laws (COGEL) and send the Commission to the annual conference.

## Ethics Training



Ensure adequate number of ethics training workshops are conducted to meet existing demand.

## Ethics Partnerships



Executive Director to explore partnerships with ethics commissions of Hawaii and American Samoa.

“Our mission at the Guam Ethics Commission is to promote ethical practices within our government and ensure transparency in our operations. We strive to create a culture of trust and integrity for the benefit of the people of Guam. The 2022 report highlighted some of our key accomplishments, including the opening of our process for receiving ethics complaints, a 33% increase in our budget appropriation, and the approval of the first draft of administrative rules which was then transmitted for review at the attorney general's office and the office of the Governor.

These achievements serve as a testament to our unwavering dedication and efforts as an organization. While the work continues, we take immense pride in our accomplishments thus far. 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](mailto:reuben.bugarin@ethics.guam.gov).