



**EDWARD M. BIRN**  
Director (Direktot)  
**BERNADINE C. GINES**  
Deputy Director (Sigundo Direktot)

**DEPARTMENT OF ADMINISTRATION**  
DIPATTAMENTON ATMENESTRASION

DIRECTOR'S OFFICE  
(Ufisanan Direktot)  
Telephone (Telifon): (671) 475-1101/1250



**LOURDES A. LEON GUERRERO**  
Governor (Maga'hoga)  
**JOSHUA F. TENORIO**  
Lt. Governor (Sigundo Maga'ohi)

ES  
12/31/22

October 25, 2022

**Memorandum**

**To:** Executive Director, Guam Ethics Commission  
**From:** Director, Department of Administration  
**Subject:** 2022 Ethics Training Compliance Report Pursuant to Public Law 36-25

Hafa Adai! This will serve as certification that only the Deputy Director and I, have successfully completed the Ethics Training Workshop scheduled and conducted by the Ethics in Government Program, University of Guam on Saturday, March 13, 2021.

AGENCY DOA Division & Branch	JOB TITLE	NAME	DID NOT COMPLETE ETHICS TRAINING	COMPLETED ETHICS TRAINING	DATE COMPLETED	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
Department of Administration	Director	Edward M. Birn		X		Ethics In Govt. Program	University of Guam
Department of Administration	Deputy Director	Bernadine C. Gines		X	3/13/2021	Ethics In Govt. Program	University of Guam
Director Office	2		X				
HAF	10		X				
ERA	17		X				
Ins. & Benefits	4		X				
Treasurer	14		X				
GSA	11		X				
HRD	21		X				
Supply Chain	1		X				
Div. of Accounts	43		X				
Com. Cham. Lang.	6		X				
Guam War Claims	3		X				

There are 132 DOA employees, who did not complete ethics training. The cost per person is \$80 for the total of \$10,560. The office of Ethics sent the listing (see attachment) indicating the names of DOA employees who have not completed Ethics Training.

If you have any questions or require further information, please do not hesitate to contact Training & Development Branch of the DOA Human Resources Division, at 475-1294/1288.

Si Yu'os Ma'ase

Edward M Birn  
Date: 2022-10-31  
T13:23:54+10:00

**EDWARD M. BIRN**

Reply all Delete Report

# Fw: Ethics Training Compliance Report

Raymond Patrick C Artero  
To: patrickcalvoartero@gmail.com

Wed 10/5/2022 2:42 PM

**From:** Ethics Info <Info@ethics.guam.gov>  
**Sent:** Tuesday, October 4, 2022 8:28 AM  
**To:** Raymond Patrick C Artero <RaymondPatrick.Artero@doa.guam.gov>  
**Subject:** Re: Ethics Training Compliance Report

Good morning Mr. Artero,

Our records state that only the Director and Deputy Director have taken the Ethics in Government Training.

No	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
1	Department of Agriculture	Director	Richard S. ...		X	8/11/2021	ETHICS IN GOVERNMENT	University of Guam
2	Department of Administration	Deputy Director	Raymond C. Artero		X	8/11/2021	ETHICS IN GOVERNMENT	University of Guam

Kind Regards,

The Guam Ethics Commission  
Phone: (671) 969- 5625  
Fax: (671) 969-5626  
134 West Soledad Ave.  
Suite 406, Bank of Hawaii Bldg.  
Hagatna, Guam 96910  
Website: guamethics.com

**Confidentiality Notice:**  
*This e-mail message is for the sole use of the intended recipient(s) and may contain confidential and privileged information. Any unauthorized review, use, disclosure, distribution, or copying is prohibited. If you are not the intended recipient, please contact the sender by replying to this e-mail and destroy/delete all copies of this e-mail message.*

**From:** Raymond Patrick C Artero <RaymondPatrick.Artero@doa.guam.gov>  
**Sent:** Monday, October 3, 2022 3:35 PM  
**To:** Ethics Info <Info@ethics.guam.gov>  
**Subject:** Ethics Training Compliance Report

Hafa Adai Ruben,

No.	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
1	Department of Administration	Director	Edward M. Barr		X		Ethics in Gov't Prog.	University of Guam
2	Department of Administration	Deputy Director	Bernadine C. Gines		X	3/13/2021	Ethics in Gov't Prog.	University of Guam
3	Department of Administration	Accountant I	Alexa Michelle N. Magano	X				
4	Department of Administration	Accountant I	Carinna Colina C. Godoy	X				
5	Department of Administration	Accountant I	Jean Ethel B. Regala	X				
6	Department of Administration	Accountant I	Kresel T. Dinataac	X				
7	Department of Administration	Accountant I	Lolita B. Poblete	X				
8	Department of Administration	Accountant I	Resy Novar 9.R. Sapungan	X				
9	Department of Administration	Accountant I	Anthony J.M. Macias	X				
10	Department of Administration	Accountant I	Phillip Bamba	X				
11	Department of Administration	Accountant I	Angel T. Bansil	X				
12	Department of Administration	Accountant I	Odeith Bealish F. Igenacio	X				
13	Department of Administration	Accountant II	Krystyna R. Iliagan	X				
14	Department of Administration	Accountant II	Johan P. Camacho, Jr.	X				
15	Department of Administration	Accountant II	Andrew G. Quinata	X				
16	Department of Administration	Accountant II	Melissa F. San Nicolas	X				
17	Department of Administration	Accountant III	Viola L. G. Cruz	X				
18	Department of Administration	Accountant III	Jennifer A. Claros	X				
19	Department of Administration	Accountant Technician III	Maria Lourdes D. Mendiola	X				
20	Department of Administration	Accounting Clerk	Loretta T. Farsum	X				
21	Department of Administration	Accounting Technician I	Jean G. Debiacs	X				
22	Department of Administration	Accounting Technician II	Mara T. Usor	X				
23	Department of Administration	Accounting Technician III	Matthew P. Mambusan	X				
24	Department of Administration	Accounting Technician III	Madine D. Sanchez	X				
25	Department of Administration	Accounting Technician Supervisor	Julita A. Cruz	X				
26	Department of Administration	Accounting Technician Supervisor	Victoria G. Pace	X				

No.	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
2	Department of Administration	Administrative Officer	Bertha Pereda-Padrones	X				
25	Department of Administration	Administrative Officer	Carmen M.T. Astorga	X				
29	Department of Administration	Administrative Officer	Cecilia T. Nambusan	X				
30	Department of Administration	Administrative Services Officer	Florentina Q. Salas	X				
31	Department of Administration	Administrative Services Officer	Quiza A. Nauta	X				
32	Department of Administration	Assistant Treasurer of Guam	Maryann T. San Nicolas	X				
33	Department of Administration	Auditor III	Janadiana U. Quisigua	X				
34	Department of Administration	Buyer I	Idemelis B. Pangan	X				
35	Department of Administration	Buyer I	Krystal Elaine F. Tahimik-Guiao	X				
36	Department of Administration	Buyer I	Marcia R. C. Palomo	X				
37	Department of Administration	Buyer	Reuben C. Bugarrin	X				
38	Department of Administration	Buyer II	Belinda B. Paulino	X				
39	Department of Administration	Buyer Supervisor II	Anita Cruz	X				
40	Department of Administration	Chief Payroll Officer	Gilbert E. Gaang	X				
41	Department of Administration	Chief Procurement Officer	Claudia S. Actalio	X				
42	Department of Administration	Controller	Mary Grace V. Edrosa	X				
43	Department of Administration	Customer Service Rep	Millicent Joy D. Maloto	X				
44	Department of Administration	Customer Service Representative	Deanna M. Garcia	X				
45	Department of Administration	Deputy Financial Manager	Gaudencio A. Resario	X				
46	Department of Administration	Drug Free Workplace Coord	Juath D.P. Gagan	X				
47	Department of Administration	EOO Spoc Assist	Robert D. Taitano	X				
48	Department of Administration	Employee Mgr and Crtr II	Kathryn M.C. Diaz	X				
49	Department of Administration	General Accounting Supervisor	Armiilyn R. Lujan	X				
50	Department of Administration	General Accounting Supervisor	Michael D. Cabral	X				
51	Department of Administration	Management Analyst II	Roberta Joyce R. Castro	X				
52	Department of Administration	Management Analyst III	Anita L. M. Arle	X				

No.	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
52	Department of Administration	Management Analyst II	Marie Elaine C. Ayuva	X				
53	Department of Administration	Management Analyst IV	Kenneth C. Borja	X				
54	Department of Administration	Messenger Clerk	Dale C. Alvarez	X				
54	Department of Administration	Payroll Supervisor	Betty M. Tavarna	X				
57	Department of Administration	Payroll Technician	Dora I. Flores	X				
58	Department of Administration	Payroll Technician	Doris T. Flores	X				
59	Department of Administration	Payroll Technician	Frankie L.G. Mero	X				
60	Department of Administration	Payroll Technician	Leovana F. Surber	X				
61	Department of Administration	Payroll Technician	Paz B. Flores	X				
61	Department of Administration	Payroll Technician	Tricia L. Chergalaf	X				
61	Department of Administration	Personnel Services Administrator	Shane D. Ngata	X				
61	Department of Administration	Personnel Specialist I	AnnaMarie C. Pablo	X				
61	Department of Administration	Personnel Specialist I	Naomi C. Sablan	X				
61	Department of Administration	Personnel Specialist I	Winona L.M. Castro	X				
61	Department of Administration	Personnel Specialist I	Samuel R. Pangalanan	X				
61	Department of Administration	Personnel Specialist I	Johann V. Castro	X				
61	Department of Administration	Personnel Specialist I	Roseanne O. Fejeran	X				
71	Department of Administration	Personnel Specialist II	Ellen M. Ryan	X				
71	Department of Administration	Personnel Specialist II	Michelle Nicole M. Rabon	X				
72	Department of Administration	Personnel Specialist II	Roselette N.T. Santos	X				
72	Department of Administration	Personnel Specialist III	Anthony B. Cebeda	X				
72	Department of Administration	Personnel Specialist II	Catherine LP. Borja	X				
72	Department of Administration	Personnel Specialist III	Herta L. Deza Cruz	X				
76	Department of Administration	Personnel Specialist III	Lora Jean R. Moulca	X				
77	Department of Administration	Personnel Specialist IV	Angelica M.R. Diaz	X				
78	Department of Administration	Personnel Specialist IV	Francis A. Fistic	X				

No.	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
79	Department of Administration	Personnel Specialist IV	Keith W. Hattig	X				
80	Department of Administration	Personnel Specialist IV	Lenora P. Candaso	X				
81	Department of Administration	Personnel Specialist IV	Michael W. Schinler	X				
82	Department of Administration	Personnel Specialist IV	Raymond P. C. Artero	X				
83	Department of Administration	Procurement Counselor	Robert H. Kono, Jr.	X				
84	Department of Administration	Program Coordinator III	Pacita M. Uncanga	X				
85	Department of Administration	Storekeeper I	Kurt S.C. Rosario	X				
86	Department of Administration	Surplus Property Mgmt. Adm.	Rayronna P. Bamba	X				
87	Department of Administration	Surplus Property Technician	Sindy Changuela	X				
88	Department of Administration	Treasurer of Guam	Rosita T. Fejeran	X				
89	Department of Administration	Treasurer Cashier	Carmelita R. Dudlewitz	X				
90	Department of Administration	Treasurer Cashier	Eric Z. Jimadav	X				
91	Department of Administration	Treasurer Cashier	Genevieve L. Torres	X				
92	Department of Administration	Treasurer Cashier	Gina R. Perez	X				
93	Department of Administration	Treasurer Cashier	Isaac C. Baumgartner	X				
94	Department of Administration	Treasurer Cashier	Janis D. Carag	X				
95	Department of Administration	Treasurer Cashier	Marcia N. Atalser	X				
96	Department of Administration	Treasurer Cashier	Michico J. Lujan	X				
97	Department of Administration	Treasurer Cashier	Naomi F. San Nicolas	X				
98	Department of Administration	Treasurer Cashier	Wilma R. Quichocho	X				
99	Department of Administration	Treasurer Cashier Supervisor	Mark A. Quiroga	X				

No.	Agency	Job Title	Name	Did Not Complete Ethics Training	Completed Ethics Training	Date Completed	Ethics Program Completed	Training Provider
1	Department of Administration Emergency Rental Assistance	Program Manager	Viveca Tenorio Lindiau	X				
2	DOA - ERA	Admin. Assistant	Lucille Marie Evangelista	X				
3	DOA - ERA	Mgmt. Analyst III	Woo S. Kim	X				
4	DOA - ERA	Customer Service Supr.	Adam J. Eustaquio	X				
5	DOA - ERA	Program Coordinator II	CarMichael JS. Manosa	X				
6	DOA - ERA	Program Coordinator	Gerard Toves	X				
7	DOA - ERA	Planner I	Athema Tenorio	X				
8	DOA - ERA	Planner II	MyraLyn Estimda	X				
9	DOA - ERA	Customer Service Supr.	Anna Mase Perez	X				
10	DOA - ERA	Customer Service Supr.	Jerald M. Quitoniano	X				
11	DOA - ERA	Customer Service Rep.	Jessica C. Mendiola	X				
12	DOA - ERA	Customer Services Rep.	Jared L. Aninzo	X				
13	DOA - ERA	Systems Programmer	James Pasion	X				
14	DOA - ERA	Systems Programmer	Fil Ivan L. Pama	X				
15	DOA - ERA	Customer Service Rep.	Griffith Rechelulok	X				
16	DOA - Homeowner Assistance Fund	Program Director	Audray A. Topasna	X				
17	DOA - HAF	Special Project Coordinator	Anisia S. Delia	X				
18	DOA - HAF	Planner I	Christopher B. Cantos	X				
19	DOA - HAF	Program Coordinator II	Katrina M. Blas	X				

20	DOA - HAF	Customer Service Rep. Supr.	Kayleen F. Flores	X				
21	DOA - HAF	Data Entry Clerk	Judy Aguon	X				
22	DOA - HAF	Data Entry Clerk	Marie Toves	X				
23	DOA - HAF	Planner II	Drake R. Kemp	X				
24	DOA - HAF	Program Coordinator I	Kristal R. Castro	X				
25	DOA Guam War Claims	Administrative Assistant	Jamie C. Dela Cruz	X				
26	DOA Guam War Claims	Customer Service Rep.	James G. Ungacia	X				
27	DOA Guam War Claims		Annie D. Duenas	X				