

Re: Messages & Communications Doc. No. 38GL-26-2518 through 2528.

From: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Date: Wed 7/8/2026 6:42 AM
 To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>

Håfa Adai,

We are unable to process the Messages and Communications.

38GL-26-2521	Department of Administration	Prior Year Obligation to pay American Printing Corporation in the total amount of \$129.00*
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please contact our office (671) 472-3465. Thank you.



Clerks Office

I Mina'trentai Ocho na Liheslaturan Guåhan

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910
 Voice: (671) 472-3465/3460 Fax: (671) 472-3524

guamlegislature.gov

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From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Sent: Thursday, July 2, 2026 6:01 PM
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>
 Subject: Messages & Communications Doc. No. 38GL-26-2518 through 2528.

Håfa Adai Clerks Office,

Please see attached, Messages & Communications Doc. No. 38GL-26-2518 through 2528 for processing:

✓	38GL-26-2518	Bureau of Women's Affairs	FY2024 Citizen-Centric Report*
✓	38GL-26-2519	Office of the Attorney General	FY2024 Citizen-Centric Report*
✓	38GL-26-2520	Judiciary of Guam	Guam Criminal Law and Procedure Review Commission Plenary Meeting Packet for June 25, 2026*
✓	38GL-26-2521	Department of Administration	Prior Year Obligation to pay American Printing Corporation in the total amount of \$129.00*
✓	38GL-26-2522	Civil Service Commission	Request for Inclusion of Legislative Language in the Upcoming General Appropriations Act.
✓	38GL-26-2523	Department of Public Health and Social Services	Acting Director Designation of PeterJohn D. Camacho, MPH, for the Department of Public Health and Social Services from June 29, 2026 to July 3, 2026*
✓	38GL-26-2524	The Guam Board of Registration for Professional Engineers, Architects and Land Surveyors (PEALS)	FY2024 Citizen-Centric Report*
✓	38GL-26-2525	Office of Public Accountability - Guam	OPA Report No. 26-06 June 2026, Department of Public Health and Social Services Village Community Care Programs Performance Audit for October 1, 2021 to September 30, 2025*
✓	38GL-26-2526	Guam Housing Corporation	Unaudited Statement of Revenue and Expenditure Report for May 2026*
✓	38GL-26-2527	Guam Board of Accountancy	Board Meeting Packet for June 18, 2026.
✓	38GL-26-2528	Guam Board of Accountancy	Quarterly Board Attendance Report 3rd Quarter FY2026.

Please retrieve Doc. No. 38GL-26-2518 through 2520 from link below:

[Messages & Communications Physical Scanned Copy - Google Drive](#)

Kindly reply to this email



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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Messages and Communications 38GL-26-2522.

2 messages

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov>

Thu, Jul 2, 2026 at 2:42 PM

To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>, Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>

Håfa adai,

Please see attached M&C Doc. No. 38GL-26-2522

38GL-26-2522	Civil Service Commission	Request for Inclusion of Legislative Language in the Upcoming General Appropriations Act.
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*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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 **38GL-26-2522.pdf**
3569K**38th Committee On Rules** <committeeonrules@guamlegislature.gov>

Thu, Jul 2, 2026 at 2:53 PM

To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Håfa Adai,

Received, and thank you.

*Si Yu'os ma'åse',*

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

*I Mina'trentai Ocho Na Liheslaturan Guåhan**38th Guam Legislature*

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[Quoted text hidden]



CIVIL SERVICE COMMISSION

Kumisión I Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM



LOU A. LEON GUERRERO
Governor (Maga'hága)

I Gobietnon Guåhan

DANIEL D.
LEON GUERRERO
Executive Director

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'láhi)

Telephone (Telifon): (671) 647-1855 • Fax (Faks): (671) 647-1867
Website: <https://www.csc.guam.gov>

MEMORANDUM #CHR-816639

Sent via Email & Hand Delivered

Date: June 30, 2026

38GL-26-2522
OFFICE OF THE SPEAKER
FRANK F. BLAS JR.

JUL 01 2026

To: Speaker Frank F. Blas Jr. & Senator Christopher M. Dueñas

Time: 8:00 am
Received: [Signature]

From: Daniel D. Leon Guerrero, Executive Director
Civil Service Commission ("CSC")

Subject: Request for Inclusion of Legislative Language in the Upcoming General Appropriations Act – Amendment to 4 GCA § 4401(g) and 5 GCA § 43104(a)

Buenas yan Hafa Adai,

I am writing to respectfully request your assistance and support in incorporating a critical legislative amendment into the upcoming General Appropriations Act (Budget Bill) for fiscal year 2027. Specifically, we request the inclusion of an amendment to 4 GCA § 4401(g) and 5 GCA § 43104(a) to increase the stipend for members of the Civil Service Commission (CSC) from Fifty Dollars (\$50) to Two Hundred Fifty Dollars (\$250) per meeting.

The current compensation rate for our Commissioners has remained stagnant for decades and no longer reflects the gravity, time commitment, or quasi-judicial responsibilities required of individuals serving on the Commission. As the complexity of personnel appeals, grievances, and merit system oversight continues to grow, it is vital that we offer a stipend that respects their service and helps attract and retain highly qualified public servants to these critical roles.

Because this adjustment carries a direct fiscal impact that must be accounted for in the upcoming fiscal year's projections, the budget bill serves as the most appropriate and expedient vehicle for this language.

MEMORANDUM #CHR-816639 (Page 1 of 1).

Bell Tower, Suite 201, 710 West Marine Corps Drive Hagåtña, Guam 96932 • P.O. Box 2950 Hagåtña, Guam 96932

To further justify this adjustment, it is important to highlight the extensive operational demands placed on our Commissioners. The complexity of the matters brought before the CSC requires a massive investment of time before a case ever reaches a formal hearing. Each individual case demands meticulous review and thorough document analysis; it is not unheard of for a single case to require 8 to 10 hours of dedicated preparation time just to ensure fair, accurate, and legally sound outcomes.

Furthermore, our workload during this calendar year alone demonstrates the intense pace and high volume of actions handled by the Commission. To date, the CSC has successfully heard and processed a total of 31 distinct actions, which include:

- 13 Signings
- 8 Motions
- 7 Merit Hearings
- 3 Assessments

Statistics while at the Civil Service Commission May 19, 2019 to April 10, 2025 which follows:

- Adverse Action 87
- Grievances 61
- Null & Void / Post Audit complaints 30
- Whistle Blower / Article 5 complaints 02
- Mini- Hatch / Political Activity complaints 02

When considering that each of these 31 actions represents hours of rigorous pre-meeting preparation, it is clear that the current \$50 stipend falls drastically short of compensating the actual labor and time invested by these public servants.

To facilitate this request, we have attached the proposed draft legislative text for your review and consideration.



38GL-26-2522
Messages and Communications

RECEIVED
COMMITTEE ON RULES
July 2, 2026
2:42 p.m.

Marie Crisostomo

MEMORANDUM #CHR- 816639 (Page 2 of 2).

Thank you for your continuous leadership and dedication to both Management and Employees, and for your favorable consideration of this request. Should you or your staff require any additional information or further justification, please do not hesitate to contact me at 671-647-1855.

Saina Ma'āse',



Daniel D. Leon Guerrero

Executive Director, Civil Service Commission

Please see attachments for Memorandum CHR-141903 and Draft of § 250 Legislation .



LOU A. LEON GUERRERO
Governor (Maga'hága)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'láhi)

CIVIL SERVICE COMMISSION

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Website: <https://www.csc.guam.gov>



DANIEL D.
LEON GUERRERO
Executive Director

MEMORANDUM #CHR-141903

Date: July 10, 2024

From: Daniel D. Leon Guerrero, Executive Director
Civil Service Commission (CSC)

Subject: **CIVIL SERVICE COMMISSION PROPOSED STIPEND INCREASE.**

Hafa Adai,

INTRODUCTION: The CSC is seeking assistance from the Legislature to resolve the challenges associated with obtaining a quorum for its adjudicating proceedings. In 2023, there were twelve (12) cancellations, and seventeen (17) cancellations were recorded in the first six (6) months of 2024. In order to prevent cancellations due to a lack of quorum, CSC tripled its efforts to coordinate cancellations and reschedule cancelled cases. The problem can be best resolved by recruiting additional commissioners.

Please be advised that the Governor submitted two (2) nominations to the 37th Guam legislature and they have been confirmed on July 10, 2024. Additionally, the Committee of General Government Operations and Appropriations conducted a Public Hearing for the nominees on June 11, 2024.

GUAM ORGANIC ACT, CIVIL SERVICE COMMISSION

The CSC was established on August 7, 1967, with the passage of Public Law 9-86, which was inspired by a letter from Governor Manuel F. Leon Guerrero to the Ninth Guam Legislature. The letter aimed to establish the CSC as a separate entity from any operating department of the government in order to strike a balance between the institution's needs and the rights of its employees.

CIVIL SERVICE COMMISSION BOARD ADJUDICATING DUTIES & STIPEND LAW

The Governor appoints seven (7) commissioner positions on the Civil Service Commission Board, with the consent and advice of the Legislature. The CSC Board is responsible for the adjudication of a variety of matters, including adverse action appeals, complaints, grievances, equal employment opportunity (EEO), and political activities.

Civil Service Commissioners, shall, without limitation, each receive Fifty Dollars (\$50.00) for every meeting attended to adjudicate appeals, complaints, grievances or other disputes, or to perform rule-making functions as provided in statute, rule or regulation. **(4 GCA § 4401 Civil Service Commission (g))**

Uniform Compensation for Boards and Commissions. (a) A member of a board or commission shall be compensated in the amount of Fifty Dollars (\$50.00) for attending a board or commission meetings, such compensation not to exceed One-Hundred Dollars (\$100.00) per month. Civil Service Commissioners shall, without limitation, each receive Fifty Dollars (\$50.00) for every meeting attended to adjudicate appeals, complaints, grievances or other disputes, or to perform rulemaking functions as provided in statute, rule or regulation. **(5 GCA Government Operations Ch. 43 Boards & Commissions § 43104 (a)).**

CSC COMMISSIONER CIRCUMSTANCES FACTS AND ISSUES

- For a CSC Board hearing to be conducted, a quorum of four (4) Commissioners must be present. In accordance to our records making a quorum for proceedings was not a challenge when the number of Commissioners on board ranged from five to six from 2019 to 2022.
- In 2022, two Commissioners expressed desire to retire but continued to serve to provide time to secure replacements. The CSC team has reached a large number of potential customers through networking, media advertising, and postings on the CSC website and the Government of Guam Public Notices Portal. The assembling of a quorum to conduct a hearing became a significant issue in early 2023, following the departure of two (2) Commissioners. CSC was unsuccessful in its efforts to fill the three (3) vacant Commissioner positions.
- Commissioners typically modify their lifestyles, avoid public scrutiny, and refrain from participating in social and political activities. They maintain impartiality in the execution of their responsibilities and prepared to make decisions. The work entails the examination of board documents, the consideration of the opinions of the parties and the testimonies of witnesses, the discussion of the matter, and the issuance of decisions.
- CSC responded to potential commissioner candidates, and some of them either did not meet the requirements or, if they did, declined to be considered. Consequently, CSC requested that the Legislature increase the stipend in order to attract new candidates a stipend of two hundred dollars (\$200.00) is a reasonable recompense for the Commissioners, given the complexity and challenges of their responsibilities and the difficulties in recruiting and maintaining enough commissioners.
- Twelve (12) board hearings were cancelled by CSC from 2019 to 2022 as a result of a "lack of quorum." There have been twelve (12) cancellations in 2023, and seventeen (17) cancellations in the first six (6) months of 2024. CSC increased their efforts to promptly reschedule impacted appeals as a result of cancellations caused by a lack of quorum.

GUAM PAROLE BOARD

Prior to 2022, the Guam Parole Board was unable to establish a quorum for a board hearing due to a lack of board members. Around three years ago, the Guam Legislature passed legislation that became law, increasing the stipend from fifty dollars (\$50.00) to two hundred fifty dollars (\$250.00). Consequently, the Guam Parole was established and was able to conduct business by holding board meetings. The lesson learned is that money can be used to motivate citizens to take action and revive the deceased at the Parole Board.

CSC CASES CANCELLATION LACK OF QUORUM

(Graph 1) CSC Board Hearing Cancellations Due to a Lack of Quorum

YEAR:	2019	2020	2021	2022	2023	2024 (Jan – June 10)
NUMBER:	1	1	5	4	12	17

(Graph 2) CSC Completed Cases as of April 2, 2024

TYPE:	2019	2020	2021	2022	2023	2024
ADVERSE ACTION	30	21	31	27	18	11
GRIEVANCE	8	3	5	10	9	7
POST AUDIT	19	9	25	13	8	3
WHISTLE BLOWER	5	1	0	0	1	1
POLITICAL ACTIVITY	4	0	3	4	1	0
BAD FAITH	1	1	0	0	0	0
TOTAL:	67	34	59	56	36	22

SUMMARY & CONCLUSIONS

- The board-packet is reviewed by the commissioners, who evaluate the evidence and deliberations in the presence of the litigants and the public. They consistently made decisions that impacted the employee's ability to maintain employment, provide for their families, and earn a living.
- The Civil Service Commission Board is responsible for reviewing a vast number of documents and making decisions on intricate cases that are brought before it. These cases include Adverse Actions, Grievances, EEO, Lay-Off, Bad Faith, Furlough, Priority Placement, Post Audits Notices of Personnel Action, Public Protection Act (also known as the Whistleblower Act), and Political Activity (Mini-Hatch Act).
- Commissioners, maintain impartiality in the execution of their responsibilities, avoid public scrutiny, and exclude themselves from social and political activities. They must be prepared to make decisions and maintain an open mind. The task entails the examination of board documents, the consideration of the parties' perspectives, the testimony of witnesses, the subsequent deliberation, and the issuance of decisions.
- The four (4) commissioners currently serving are retired senior citizens. who have retired and have a strong sense of civic responsibility. The board meetings are conducted in the morning and may last for up to four hours. Commissioners contend with apprehension and tensions that arise from the process of hearing appeals, adhering to the law, and establishing the facts in order to make decisions.
- The CSC has thirty-eight (38) active appeal cases, including twenty (22) adverse action appeals, fourteen (14) grievances, and one (1) each for whistleblower and post-audit.
- Based on the USD inflation rate since 1967, the U.S. inflation calculator indicates that the Fifty Dollars (\$50.00) honorarium instituted in 1967 has the same purchasing power as Four Hundred Seventy Dollars (\$470.00) in 2024.

- With more than four (4) Commissioners, the more likely CSC can quickly settle an adverse action appeal case and other appeals. This can decrease the liability and cost to the government. Especially in cases when an employee prevails or management withdraws because the employee shall be rewarded and paid costs, attorney fees and costs such as back pay and benefits pursuant to 4 GCA §4406.1 – Attorney Fees and Cost of Appeal.
- CSC is of the opinion that a stipend of two hundred dollars (\$200.00) per meeting is a reasonable recompense for the Commissioners, given the complexity and challenges of their complex duties and due to the difficulty to recruit commissioners.

REQUEST

On behalf of the classified employees of the Executive Branch, Government of Guam and Commissioners of Civil Service Commission Board, CSC request for an increase from Fifty Dollars (\$50) stipend rate to Two-Hundred Dollars (\$200.00) a Board Hearing. ***(See Attachment # 2 for Proposed Amendments.)***

- Attachments:**
1. CSC Resolution No.: 2023-001.
 2. Proposed Changes to Title 4 GCA 4403(d) and Title 4 GCA 4403(e) Legislation.
 3. CSC Commissioners Confirmation and Term.
 4. Inflation Calculator. Value of \$50 in 1967 to 2024.
 5. Pacific Daily News, “Conflicts of Interest” dated 6/10/2024.

Draft \$250 Legislation

6/18/26 PM 

AN ACT TO AMEND § 4401(g) OF ARTICLE 4, CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO INCREASING THE COMPENSATION OF THE MEMBERS OF THE CIVIL SERVICE COMMISSION.

BE IT ENACTED BY THE PEOPLE OF GUAM:

Section 1. Legislative Findings and Intent. *I Liheslaturan Guåhan* finds that the members of the Guam Civil Service Commission perform a vital quasi-judicial and administrative function in protecting the integrity of the government of Guam's merit system. Their duties include adjudicating adverse action appeals, grievance appeals, furlough appeals, Post Audit Investigations and ensuring fair personnel administration practices across all government entities.

I Liheslaturan Guåhan further finds that the current stipend rate of Fifty Dollars (\$50) per meeting for Commissioners has not been adjusted in over 35 years and does not accurately reflect the time, gravity, and level of responsibility required of individuals serving on the Commission. In order to attract and retain qualified public servants to these critical roles, it is the intent of *I Liheslaturan Guåhan* to increase the meeting compensation to Two Hundred Fifty Dollars (\$250).

Section 2. Section 4401(g) of Article 4, Chapter 4, Title 4, Guam Code Annotated, is hereby amended to read as follows:

"(g) Civil Service Commissioners, shall, without limitation, each receive ~~Fifty Dollars (\$50.00)~~ Two Hundred Fifty Dollars (\$250) for every meeting attended to adjudicate appeals, complaints, grievances or other disputes, or to perform rule making functions as provided in statute, rule or regulation."

Section 3. Section 4302(a) of Article 1, Chapter 43, Title 5, Guam Code Annotated, is hereby amended to read as follows:

"(a) A member of a board or commission shall be compensated in the amount of ~~Fifty Dollars (\$50.00)~~ Two Hundred Fifty Dollars (\$250) for attending a board or commission meeting; ~~such compensation not to exceed One Hundred Dollars (\$100.00) per month.~~ Civil Service Commissioners shall, without limitation, each receive ~~Fifty Dollars (\$50.00)~~

Two Hundred Fifty Dollars (\$250) for every meeting attended to adjudicate appeals, complaints, grievances or other disputes, or to perform rule making functions as provided in statute, rule or regulation."

Section 4. Effective Date. This Act shall become effective upon its enactment.