

Re: Messages & Communications Doc. No. 38GL-26-2729 through 2735.

From Guam Legislature Clerks <clerks@guamlegislature.gov>
Date Mon 8/17/2026 3:17 PM
To 38th Committee On Rules <committeeonrules@guamlegislature.gov>

Håfa Adai,

Received, and thank you.



Elijah Untalan
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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Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>

Sent: Monday, August 17, 2026 3:01 PM

To: Guam Legislature Clerks <clerks@guamlegislature.gov>

Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>

Subject: Messages & Communications Doc. No. 38GL-26-2729 through 2735.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2729 through 2735** for processing:

✓	38GL-26-2729	Department of Administration	FY2026 Residential Treatment Fund and Government Claims Fund Reports- 2nd and 3rdQuarter*
✓	38GL-26-2730	Civil Service Commission	Transmission of CSC Resolution No. 2026-002- Civil Service Board Stipend Increase.
✓	38GL-26-2731	Department of Corrections	FY2026 2nd and 3rd Quarter Overtime Report*
✓	38GL-26-2732	Guam Power Authority	Documents Relative to Small Purchases and Sole Source and Emergency Purchases for the month of July 2026*
✓	38GL-26-2733	Guam Department of Education	Fiscal Year 2026 3rd Quarter Fiscal Execution Report*
✓	38GL-26-2734	Department of Revenue and Taxation	Income Tax Refund Status Report for the Month Ending July 2026*
✓	38GL-26-2735	Department of Public Health and Social Services	Guam Board of Medical Examiners Board Meeting Packet for August 12, 2026*

Please retrieve Doc. No. 38GL-26-2731 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-26-2730.

2 messages

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

Wed, Aug 12, 2026 at 3:40 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-26-2730

38GL-26-2730	Civil Service Commission	Transmission of CSC Resolution No. 2026-002- Civil Service Board Stipend Increase.
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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-26-2730.pdf**
4873K**38th Committee On Rules** <committeeonrules@guamlegislature.gov>

Wed, Aug 12, 2026 at 4:45 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]



LOU A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'låhi)

CIVIL SERVICE COMMISSION

Kumisión I Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobietnon Guåhan

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



DANIEL D. LEON GUERRERO
Executive Director

38GL-26-2730

OFFICE OF THE SPEAKER
FRANK F. BLAS JR.

MEMORANDUM # CHR- 787179

Sent via Email & Hand Delivered

Date: August 12, 2026

AUG 12 2026

Time: 11:20 AM
Received: Key

To: Speaker Frank F. Blas Jr., Senator Christopher M. Dueñas and 38th Guam Legislature

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

Subject: Transmission of CSC Resolution No. 2026-002 – Civil Service Board Stipend Increase

Buenas yan Hafa Adai,

Transmitted herewith is Civil Service Commission (CSC) Resolution No. 2026-002, entitled "Relative to Increasing the Board Stipend for Commissioners of the Civil Service Commission" This Resolution was unanimously approved and signed by all five (5) Commissioners on July 30, 2026.

This formal transmission is in full support of CSC Memorandum #CHR-816639, dated June 20, 2026. For your reference, an electronic copy of that memorandum was emailed to your offices on June 30, 2026, and the physical hard copy was officially received and stamped by the Legislature on July 1, 2026.

The Commission respectfully requests the inclusion of specific legislative language in the upcoming General Appropriations Act to amend the following statutes:

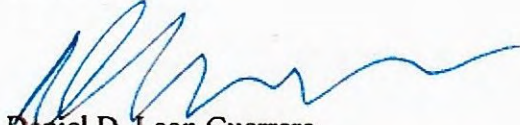
- **4 GCA Section 4401(g)**
- **5 GCA Section 43104(a)**

The proposed amendment seeks to increase the board stipend for members of the Civil Service Commission from Fifty Dollars (\$50) to Two Hundred Fifty Dollars (\$250) per meeting. This adjustment is necessary to properly reflect the complex responsibilities, extensive time commitments, and quasi-judicial duties required of the Commissioners. Thank you for your continued leadership, support, and consideration of this matter. Should you require additional information, please do not hesitate to contact our office at 671-1855.

MEMORANDUM #CHR-787179 (Page 1 of 2).

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

Saina Ma'åse',



Daniel D. Leon Guerrero

Executive Director, Civil Service Commission

Please see attachments for Memorandum CHR-816639 and Resolution 2026-002



38GL-26-2730
Messages and Communications

RECEIVED
COMMITTEE ON RULES
August 12, 2026

3:40 p.m.
Marie Crisostomo

MEMORANDUM #CHR- 787179 (Page 2 of 2).

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LOU A. LEON GUERRERO
Governor (Maga'hága)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'láhi)

CIVIL SERVICE COMMISSION

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DANIEL D. LEON GUERRERO
Executive Director

MEMORANDUM #CHR-816639

Sent via Email & Hand Delivered

Date: June 30, 2026

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

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

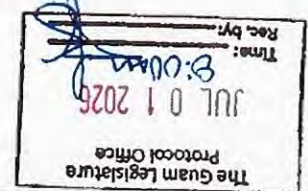
Subject: Request for Inclusion of Legislative Language in the Upcoming General Appropriations Act – Amendment to 4 GCA § 4401(g) and 5 GCA § 43104(a)

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.



**OFFICE OF THE SPEAKER
FRANK F. BLAS JR.**

JUL 01 2026

Time: 8:00am
Received: [signature]

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.

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

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

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'ase',



Daniel D. Leon Guerrero

Executive Director, Civil Service Commission

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

MEMORANDUM #CHR-816639 (Page 3 of 3).

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



LOU A. LEON GUERRERO
Governor (Maga'hága)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'láhi)

CIVIL SERVICE COMMISSION

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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 *α*

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.

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 .

MEMORANDUM #CHR-816639 (Page 3 of 3).

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CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT

GOVERNMENT OF GUAM

"CIVIL SERVICE COMMISSION IS THE VAN GUARD OF THE MERIT SYSTEM"

**RELATIVE TO INCREASING THE BOARD STIPEND FOR
COMMISSIONERS OF THE CIVIL SERVICE COMMISSION (CSC)**

CSC RESOLUTION NO. 2026-002

WHEREAS, CSC recognized that prior to the year 2022, the Guam Parole Board had trouble making a quorum for many years. After the Guam Legislature enacted law to increase stipends from Fifty Dollars (\$50.00) to Two Hundred Fifty Dollars (\$250.00), the Guam Parole Board successfully held meetings to conduct business; and,

WHEREAS, the CSC is experiencing complications in enlisting citizens to fill the two (2) vacant Commissioner positions and the five (5) current Commissioners are tasked with unending work; and,

WHEREAS, 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; and,

WHEREAS, 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; and,

WHEREAS, the CSC believes that a Two Hundred Fifty Dollars (\$250.00) stipend per meeting would help retain the five (5) current Commissioners and fill the two (2) current vacancies; and,

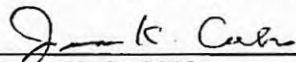
WHEREAS, the CSC is mandated to comply with time and case management standards for adverse action and grievance appeals, and the quicker resolution of appeals would save money to the government and that "Justice delayed is Justice denied"; and,

WHEREAS, a Two Hundred Fifty Dollars (\$250.00) board stipend promotes a healthy merit system; and;

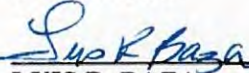
BE IT RESOLVED, that the CSC requests the legislature to consider amending 4 GCA §4401(g) and 5 GCA §43104 (a) raising the CSC board stipend and funding of the CSC Commissioners to Two Hundred Fifty Dollars (\$250.00) per meeting; and,

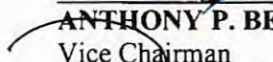
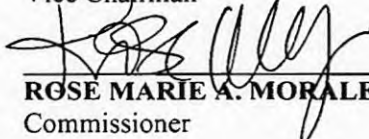
BE IT FURTHER RESOLVED that Daniel D. Leon Guerrero, CSC Executive Director, is authorized to work with the Guam Legislature on increasing the CSC Board Stipend. This resolution shall be transmitted to the 38th Guam Legislature ~ *I Mina'trentai Ocho Na Liheslaturan Guáhan.*

DULY AND REGULARY ADOPTED this 30 day of July 2026.


JUAN K. CALVO
Chairman


CATHY O. CATLING
Commissioner


LUIS R. BAZA
Commissioner


ANTHONY P. BENAVENTE
Vice Chairman

ROSE MARIE A. MORALES
Commissioner