

Re: Messages & Communications Doc. No. 38GL-26-2959 through 2965.

From Guam Legislature Clerks <clerks@guamlegislature.gov>
Date Wed 10/7/2026 10:23 AM
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: Wednesday, October 7, 2026 10:17 AM

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

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

Subject: Messages & Communications Doc. No. 38GL-26-2959 through 2965.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2959 through 2965** for processing:

✓	38GL-26-2959	University of Guam	Drawdown Schedule Report FY2026 4th Quarter*
✓	38GL-26-2960	Government of Guam Retirement Fund	Report of Remittances & Retirements for the month of July 2026, August 2026 and September 2026.
✓	38GL-26-2961	Government of Guam Retirement Fund	FY2026 4th Quarter Board Attendance Report.
✓	38GL-26-2962	Government of Guam Retirement Fund	Staffing Pattern for Quarter Ended September 30, 2026.
✓	38GL-26-2963	Guam Ethics Commission	Board Meeting Packet for September 29, 2026*
✓	38GL-26-2964	Department of Public Health and Social Services	Prior Year Obligation to pay Pacific Tyre Tamuning in the total amount of \$1,769.59*
✓	38GL-26-2965	Office of Public Accountability - Guam	Guam Department of Education FY2025 Financial Audit*

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-26-2963*

2 messages

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

Tue, Oct 6, 2026 at 2:50 PM

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

Hafa adai,

Please see attached M&C Doc. No. 38GL-26-2963

38GL-26-2963	Guam Ethics Commission	Board Meeting Packet for September 29, 2026*
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*Si Yu'os Ma'ase'**Bernice Rivera*

Administrative Assistant

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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----- Forwarded message -----

From: **Vanessa E. Camacho** <vanessa.e.camacho@ethics.guam.gov>

Date: Tue, Oct 6, 2026 at 12:09 PM

Subject: Guam Ethics Commission - Meeting Packet September 29, 2026

To: speakerblas@guamlegislature.gov <speakerblas@guamlegislature.gov>Cc: Nico C. Fujikawa <Nico.Fujikawa@ethics.guam.gov>, Chelsea Anderson <chellsea.anderson@ethics.guam.gov>, Ethics Info <Info@ethics.guam.gov>

Buenas Yan Hafa Adai, Speaker Blas,

On behalf of the Guam Ethics Commission, I respectfully submit herewith the reporting requirements of 5 GCA Chapter 8 § 8113.1 regarding the Guam Ethics Commission's regular meeting held on September 29, 2026.

If I can provide any further assistance regarding this report, please feel free to contact me and I will be happy to assist.

Si Yu'os Ma'ase!

Best Regards,



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2 attachments **GECOM FINAL 9.29.26 BOARD MEETING PACKET.pdf**
1911K **38GL-26-2963.pdf**
1207K

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]



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

Guam Ethics Commission - Meeting Packet September 29, 2026

2 messages

Vanessa E. Camacho <vanessa.e.camacho@ethics.guam.gov>

Tue, Oct 6, 2026 at 12:09 PM

To: "speakerblas@guamlegislature.gov" <speakerblas@guamlegislature.gov>

Cc: "Nico C. Fujikawa" <Nico.Fujikawa@ethics.guam.gov>, Chellsea Anderson <chellsea.anderson@ethics.guam.gov>, Ethics Info <Info@ethics.guam.gov>

Buenas Yan Hafa Adai, Speaker Blas,

On behalf of the Guam Ethics Commission, I respectfully submit herewith the reporting requirements of 5 GCA Chapter 8 § 8113.1 regarding the Guam Ethics Commission's regular meeting held on September 29, 2026.

If I can provide any further assistance regarding this report, please feel free to contact me and I will be happy to assist.

Si Yu'os Ma'ase!

Best Regards,

Doc Type: 38GL-26-2963
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.

October 6, 2026

Time: 12:09 PM

Received:



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GECOM FINAL 9.29.26 BOARD MEETING PACKET.pdf
1911K

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

Tue, Oct 6, 2026 at 1:44 PM

To: "Vanessa E. Camacho" <vanessa.e.camacho@ethics.guam.gov>

Cc: "Nico C. Fujikawa" <Nico.Fujikawa@ethics.guam.gov>, Chellsea Anderson <chellsea.anderson@ethics.guam.gov>, Ethics Info <Info@ethics.guam.gov>

Hafa Adai,

Confirming receipt of your email.

Si Yu'os Ma'ase'

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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[Quoted text hidden]



Guam Ethics Commission

Kumision i Ginihan Areklamenton Guåhan



134 W. Soledad Ave. Citadel Plaza, Suite 406, Hagåtña, GU 96910



Tel: (671) 969-5625
Fax (671) 969-5626



info@ethics.guam.gov



www.guamethics.com

Transmitted Via Electronic Mail

October 6, 2026

Honorable Lourdes A. Leon Guerrero
Governor of Guam

Office of the Governor
513 W. Marine Corps Drive
Hagåtña, Guam 96910

Honorable Frank F. Blas, Jr.

Speaker, 38th Guam Legislature

I Mina'trentai Ocho Na Liheslaturan Guåhan
Guam Congress Building
Hagåtña, Guam 96910

Honorable Benjamin J.F. Cruz

Public Auditor

Office of Public Accountability
238 Archbishop Flores Street
Suite 401, DNA Building
Hagåtña, Guam 96910

Re: Reporting Requirements for Boards and Commissions – September 2026

Håfa Adai, Governor Leon Guerrero, Speaker Blas, and Public Auditor Cruz,

On behalf of the Guam Ethics Commission, respectfully transmitted herewith are the reporting requirements of 5 GCA Chapter 8 § 8113.1 regarding the Guam Ethics Commission's regular meeting held on September 29, 2026.

If I can provide further assistance or clarification, please feel free to contact me through email at nico.fujikawa@ethics.guam.gov.

Si Yu'os Ma'ase!

NICO A.C. FUJIKAWA,
Executive Director

Enclosure: Guam Ethics Commission September 29, 2026 Meeting Packet



38GL-26-2963
Messages and Communications

RECEIVED
COMMITTEE ON RULES
October 6, 2026

2:50 p.m.

Marie Crisostomo



Rooted in integrity. Inspired by our island.
Guided by our values. We proudly represent Guam.



Engage



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Guam Ethics Commission

Kumision i Ginihan Areklamenton Guåhan

GUAM ETHICS COMMISSION MEETING PACKET

September 29, 2026

12:00 PM



Guam Ethics Commission

Kumision i Ginihan Areklamenton Guåhan



134 W. Soledad Ave. Citadel Plaza, Suite 406, Hagåtña, GU 96910



Tel: (671) 969-5625
Fax (671) 969-5626



info@ethics.guam.gov



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GUAM ETHICS COMMISSION Regular Board Meeting

Date: June 17, 2026

Time: 12:00 PM

Location: Guam Ethics Commission Conference Room/Zoom

AGENDA

- I. **Call to Order / Roll Call of Members**
- II. **Approval of Minutes**
 - i. June 17, 2026 – Board Meeting
- III. **New Business**
 - i. **GECOM Policy No. 10** – Complaint, Intake, Investigation, Formal Hearing, Resolution – Motion to adopt GECOM Policy No. 10.
 - ii. **Vice Chair Vacancy** – Motion to accept nominations for the vacant Vice Chair position and, following nominations, appoint a commissioner to serve as Vice Chair for the remainder of their term.
- IV. **Executive Director's Report**
- V. **Old Business**
 - i. GECOM Policy No. 09 – Administrative Fines Assessment
- VI. **Adjournment**

Call to Order @ 12:13 PM By Presider, Chairwoman Daphne M. Leon Guerrero

ROLL CALL OF MEMBERS

I. Members Present

1. Daphne M. Leon Guerrero, Chairwoman
2. Robert Jack MD, Vice Chairman (online, logged off at 12:36 PM)
3. Margaret E.R. Tyquiengco, Commissioner (online, logged off at 12:36 PM)
4. Christopher A. Cruz, Commissioner (online)
5. Genevieve P. Rapadas, Commissioner

II. Staff Present

1. Nico Fujikawa, Executive Director
2. Chellsea Anderson, Program Coordinator
3. Vanessa Camacho, Administrative Assistant

III. Others Present

1. NB (online)

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Approval of Minutes	June 17, 2026 – Board Meeting	Approved	Motion: R. Jack Second: M. Tyquiengco No discussion. Unanimously approved by the commission	N/A

New Business	GECOM Policy No. 10 – Complaint, Intake, Investigation, Formal Hearing, Resolution – Motion to adopt GECOM Policy No. 10: Discussion: <i>The commission discussed and conditionally approved GECOM policy number 10 for complaint intake, investigation, and formal hearing resolution, subject to legal counsel review. They addressed concerns about discovery scope in Section 8, with the executive director suggesting more practical approaches to depositions and recommending discretionary powers for the executive director to determine the costs of depositions and the extent of the discovery. The commission also discussed thresholds for moving cases from informal to formal investigation in Section 4, and noted that public disclosure requirements for formal charges were clarified in Section 16.</i> Motion: Motion for preliminary approval of GECOM Policy No. 10 subject legal counsel review.	N/A	Motion: M. Tyquiengco Second: C. Cruz Discussion: <i>summary of discussion in information section</i> Unanimously approved by the commission	Following legal counsel review GECOM will commence the Administrative Adjudication process for GECOM Policy No.9 and GECOM Policy No.10
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AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	Vice Chair Vacancy – Motion to accept nominations for the vacant Vice Chair position and, following nominations, appoint a commissioner to serve as Vice Chair for the remainder of the term. Nominations – Chairwoman D. Leon Guerrero nominates Commissioner G. Rapadas, she accepts.	Approved	Motion: M. Tyquiengco Second: R. Jack No Discussion. Unanimously approved by the commission.	R. Jack steps down as Vice Chairman as his term expires. G. Rapadas has been nominated, and unanimously voted to serve as the Vice Chairwoman.
Executive Director's Report	Operational Updates GECOM conducted an interagency exchange with the Hawaii State Ethics Commission and Honolulu Ethics Commission from August 17–21, 2026, focusing on ethics programs, training, outreach, investigations, and best practices. As of August 2026, GECOM trained 1,659 government employees during FY2026, including online and in-person participants. The Commission received 22 complaints, 2 requests for Advisory Opinions, and conducted 16 consultations. Staff continue to prepare case files for the October 2026 Regular Meeting and provide guidance and assistance to government employees and the public. Staff were also recognized for their continued hard work and commitment to serving the community.	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	Commission Updates Mr. Joshua Miller's packet was approved by the Governor's Office and forwarded to the Legislature on May 26, 2026, for the next steps in the confirmation process. According to Senator Chris Duenas' office, his public hearing is tentatively expected in mid-October 2026. The office has also met with professionals from the military contracting, human resources, and telecommunications industries who have expressed interest in serving on the Commission. If approved and confirmed, this could add three new Commissioners. Additional recommendations from Commissioners are welcome as GECOM works toward a full seven-member Commission in FY2027.	N/A	N/A	N/A
	Legislative and Policy Developments In accordance with P.L. 38-122, GECOM drafted and presented its Administrative Fines Policy (GECOM Policy No. 09) for Commission review. The policy was revised to establish a clear and objective process for determining fines, with penalties of up to \$5,000 per ethics violation. GECOM also developed the Complaint Intake, Investigation, Formal Hearing, and Resolution Policy (GECOM Policy No. 10), which establishes a standardized and transparent process for handling ethics complaints from intake through final resolution, including hearings, sanctions, and appeals. The policy is designed to complement the Administrative Fines Policy and provide consistency in addressing complaints.	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	GECOM –FY2027 Budget Public Law 38-136 lapsed into law on August 30, 2026, providing GECOM with an overall FY2027 budget of \$579,479. This represents a 5% increase from the FY2026 allocation; however, the law does not allow GECOM to utilize carry-forward revenue from previous fiscal years.	N/A	N/A	N/A
	GECOM – Public Trust Index Update The official Public Trust Index was launched on July 8, 2026, GECOM's 30th Anniversary, and concluded on September 9, 2026. A full report will be presented to the Commission at the next meeting and shared with the community thereafter.	N/A	N/A	N/A
Old Business	GECOM Policy No. 09 – Administrative Fines Assessment GECOM Policy No. 09, was amended to reflect the changes requested by the commission to remove the range of fines to an appointed dollar amount based on the point system discussed at the June 17, 2026 board meeting.	N/A	N/A	N/A
Adjournment	N/A	N/A	Motion: G. Rapadas Second: C. Cruz No Discussion Unanimously approved by the commission.	N/A

Meeting Adjourned at 12:53 PM

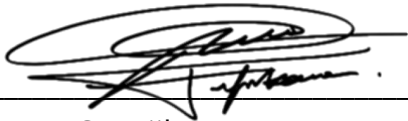
Prepared By:



Vanessa Camacho
Administrative Assistant

I certify that the record above is true and correct.

Attested By:



Nico A. C. Fujikawa
Board Secretary, Executive Director



Guam Ethics Commission

Kumision I Ginihan Areklamenton Guåhan

Regular Board Meeting September 29, 2026 12:00 PM

Commissioner	Title	Signature
Daphne Leon Guerrero	Chairwoman	
Dr. Robert Jack	Vice Chairman	online
Christopher Cruz	Commissioner	online
Margaret Tyquiengco	Commissioner	online
Genevieve Rapadas	Commissioner	

GECOM Staff	Title	Signature
Nico A.C. Fujikawa	Executive Director	
Kristin C.D. James	Program Coordinator I	
Chellsea L. Anderson	Program Coordinator I	
Vanessa E. Camacho	Administrative Assistant	



Guam Ethics Commission

Kumlsion | Ginlhan Areklamenton Guåhan

Regular Board Meeting

Sign-In Sheet

September 29, 2026

12:00 PM

Name	Organization
NB - Guest Online	



Guam Ethics Commission

Kumision i Ginihan Areklamenton Guåhan

COMMISSIONERS

Daphne M. Leon Guerrero
Chairwoman

Margaret E.R. Tyquiengco

Christopher A. Cruz

Genevieve P. Rapadas

COMMISSION STAFF

Nico A.C. Fujikawa
Executive Director

Kristin C.D. James
Ethics Program Coordinator I

Chellsea L. Anderson
Ethics Program Coordinator I

Vanessa E. Camacho
Ethics Administrative Assistant

Regular Meeting

September 29, 2026

12:00 PM

Zoom Meeting ID: 966 7924 7869

Passcode: ethics

AGENDA

- I. **Call to Order / Roll Call of Members**
- II. **Approval of Minutes**
 - i. June 17, 2026 – Board Meeting
- III. **Executive Director's Report**
- IV. **Old Business**
 - i. GECOM Policy No.09-Administrative Fines Assessment
- V. **New Business**
 - i. GECOM Policy No.10 – Complaint, Intake, Investigation, Formal Hearing, Resolution - Motion to adopt GECOM Policy No. 10.
 - ii. Vice Chair Vacancy – Motion to accept nominations for the vacant Vice Chair position and, following nominations, appoint a commissioner to serve as Vice Chair for the remainder of their term.
- VI. **Adjournment**



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Fax (671) 969-5626



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GUAM ETHICS COMMISSION Regular Board Meeting

Date: June 17, 2026

Time: 12:00 PM

Location: Guam Ethics Commission Conference Room/Zoom

AGENDA

- I. Call to Order / Roll Call of Members**
- II. Approval of Minutes**
 - i. May 7, 2025 – Board Meeting
- III. Executive Director's Report**
- IV. New Business**
 - i. **GECOM-IFB-26-001:** Motion to authorize the Executive Director to enter into contract with the lowest qualified bidder for 60-Month Lease agreement for Multipurpose Color Copier/Printer/Scanner/Fax
 - ii. **Policy and Procedure:** Administrative Fine Assessment-Policy Number: GECOM-9 (Draft)
- V. Announcements**
- VI. Adjournment**

Call to Order @ 12:07 PM By Presider, Chairwoman Daphne M. Leon Guerrero

Roll Call of Members

- i. Members Present
 - 1. Chairwoman Daphne M. Leon Guerrero
 - 2. Vice Chairman Dr. Robert Jack
 - 3. Margaret E.R. Tyquiengco, Commissioner
 - 4. Christopher A. Cruz, Commissioner (online, logged in at 12:14 PM)
 - 5. Genevieve P. Rapadas, Commissioner (online)
- ii. Staff Present
 - 1. Nico Fujikawa, Executive Director
 - 2. Kristin C. D. James, Program Coordinator (online)
 - 3. Chellsea Anderson, Program Coordinator
 - 4. Vanessa Camacho, Administrative Assistant
- iii. Others Present
 - 1. Amari Asuncion, GSYEP Summer Intern
 - 2. Sebastian Dizon, GSYEP Summer Intern
 - 3. NB (online)

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
Approval of Minutes	May 7, 2026 – Board Meeting	Approved	Motion: R. Jack Second: M. Tyquiengco No discussion. Unanimously approved by the commission	N/A
Executive Director's Report	Operational Update The Guam Summer Youth Employment Program (GSYEP) welcomed two interns from June 15 – July 25, 2026: Ms. Amari Asuncion (Tiyon High School) and Mr. Sebastian Dizon (Notre Dame High School), who will gain experience in administration, marketing, branding, and event coordination. The Ethics in Government Training Program has reached 1,183 government employees trained in FY2026, averaging 148 employees per month. Of those, 782 completed training online and 286 attended in-person workshops. There are 14 complaints filed, 2 requests for Advisory Opinions, and 8 in-person/phone consultations to date. Case breakdown: 11 Unauthorized Use (UT), 1 Conflict of Interest (COI), and 2 Personal Enrichment (PE).	N/A	N/A	N/A
	Commission Update Mr. Joshua Miller's appointment packet was approved by the Governor's office and forwarded to the Legislature on May 26, 2026 for confirmation. The Commission currently holds 5 of 7 seated Commissioners. With 2 Commissioners terming out this year, the Executive Director is actively seeking recommendations for potential nominees.	N/A	N/A	N/A

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	Legislative and Policy Developments In compliance with P.L. 38-122, a draft policy on Administrative Fines has been prepared for Commissioner review. The policy establishes a structured process for assessing fines, with a maximum of \$5,000 per ethics violation, and will guide Commissioners in issuing fines commensurate with each violation.	N/A	N/A	N/A
	GECOM – Public Trust Index Update A draft survey instrument was completed on May 22, 2026, and is currently undergoing cognitive testing. A public registration page for participants has been established and will be announced soon, offering both online and telephone interview options. Final survey design is targeted for June 26, 2026, with a marketing campaign running June 29 – July 8, 2026. The official Public Trust Index launch is scheduled for July 8, 2026, coinciding with GECOM's 30th Anniversary. The trust index will also launch the new GECOM branding.	N/A	N/A	N/A
New Business	GECOM-IFB-26-001: Motion to authorize the Executive Director to enter into contract with the lowest qualified bidder for 60-Month Lease agreement for Multipurpose Color Copier/Printer/Scanner/Fax	Approved	Motion: C. Cruz Second: M. Tyquiengco No discussion. Unanimously approved by the commission	ED and staff to draft contract and enter into an agreement with Xerox for services related to GECOM-IFB-26-001.

AGENDA ITEM	INFORMATION	DECISION	MOTION	ACTION ITEM
	Policy and Procedure: Administrative Fine Assessment- Policy Number: GECOM-9 (Draft) Discussions Chairwoman Leon Guerrero: Revision to the framework of how fines are assessed to make it more objective instead of subjective. Suggestion to assign an exact dollar amount per point to the point system. Commissioner Cruz: Suggestion for additional legal review in the ability to garnish payroll and/or taxes. Commissioner Rapadas: Request to have legal council review appeal process and jurisdiction with the Superior Court.	Approved to move forward subject to revision.	Motion to move forward with Policy No. GECOM-9 subject to revisions. Motion: C. Cruz Second: R. Jack Discussion: Highlighted in yellow. Unanimously approved by the commission.	
Announcements	N/A	N/A	N/A	N/A
Adjournment	N/A	N/A	Motion: R. Jack Second: M. Tyquiengco No Discussion Unanimously approved by the commission.	N/A

Meeting Adjourned at 12:58 PM

Prepared By:

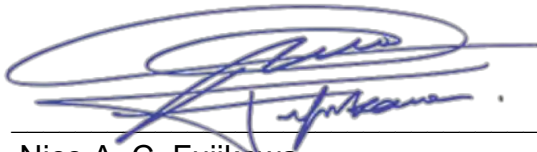
GECOM Board Meeting Minutes June 17, 2026



Vanessa Camacho
Administrative Assistant

I certify that the record above is true and correct.

Attested By:



Nico A. C. Fujikawa
Board Secretary, Executive Director

Executive Director's Report

9/29/2026

Operational Updates

• **GUAM – HAWAII INTERAGENCY EXCHANGE VISIT**

- From August 17 through August 21, 2026, the delegation from the Guam Ethics Commission (GECOM) traveled to Honolulu, Hawaii, to conduct an official inter-agency exchange with the Hawaii State Ethics Commission and the Honolulu Ethics Commission. The purpose of the visit was to:
 - Study the organizational structure and day-to-day operations of the Hawaii State Ethics Commission and the Honolulu Ethics Commission.
 - Understand the design and administration of key programs and initiatives.
 - Review training and public outreach initiatives used by each host agency.
 - Conduct ethics site visits to observe each agency's practices firsthand and identify agency-specific nuances and potential ethical issues.
 - Identify practices, tools, and lessons learned that may be adapted to strengthen the Guam Ethics Commission's operations.
- In addition, professional courtesy visits were held with the Hawaii Department of Business, Economic Development and Tourism, as well as with Anthology Research group. These meetings provided key insights into ethical issues that may arise from latest research trends and use of AI in data collection and analysis, as well as the overall economic health and sentiment of the people of Hawaii regarding such issues.

Key Takeaways:

- Attorney of the Day program - Due to the availability of staff attorneys for the Honolulu Ethics Commission, they are able to provide on-call legal consultation in real time with county-level employees and officials.
- On-site Agency Visits - In an effort to bring more awareness to the diverse working environments their constituents operate in, the Commission schedules direct site visits to all county agencies and allocate a full day of walkthrough and discussions with the employees. The purpose is to understand the working conditions that employees deal with daily and to identify any areas that ethical dilemmas may arise.
- In-house marketing collaterals - all training videos and marketing collaterals to include brochures, pamphlets, handouts and digital assets are conducted in-house by staff and center around a cultural theme that is relatable to the people living in Honolulu.

- Speeding Ticket Approach - Hawaii State Ethics Commission utilizes what they call a “speeding ticket” approach to address clear ethical violations. In discovering a direct violation of their standards of conduct, they would directly issue a fine to the individual stating the facts and the justification for the penalty. If the individual would like to contest the fine and the violation, they may do so by contacting their office to schedule a “contested hearing” with the Commissioners. Based on their experience, this is very effective and individuals are more inclined to pay the fine then to absorb the additional costs of a contested hearing.
- Commissioner Appointment process - In an effort to provide checks and balances, whenever there is a vacancy on the Commission, the Judicial Council of the Hawaii State Supreme Court provides two nominees for the Governor to select and appoint one. The Governor must choose between the two Judicial nominees. In this process no legislative confirmation is necessary. This process helps shield the agency from unnecessary political pressure
- Assess GECOM’s current organizational structure for opportunities to more clearly separate functions. Organizational structures that separate advisory functions from investigative/enforcement functions can help preserve the appearance of impartiality. Hawaii State has clear divisions within its structure to include an office manager for administrative functions, an enforcement director charged with fine assessments and investigations, and an outreach division tasked with updated trainings and events.
- Develop an annual working schedule for site visits, ethics interviews and discussions with various government agencies. Review and update training materials to include role-specific modules for high-risk positions and expand public outreach materials and website resources based on information collected during agency site visits.
- Identify opportunities for continued information-sharing or a follow-up exchange with the Hawaii State Ethics Commission and Honolulu Ethics Commission.

Ethics In Government Program Training:

- As of August, 2026, we have provided training to over 1600 Government Employees for Fiscal Year 2026. With Over 400+ employees trained In-Person Ethics Workshops.

FY2026 Ethics in Government Training Program	
Month	Total
October	76
November	39
December	64
January	149
February	150
March	220
April	319
May	191
June	183
July	85
August	183
September	
Total	1659
<i>(FY26 Monthly avg. - 151 Employees)</i>	
<i>Average</i>	<i>150.82</i>
Online	1035
In-person	424

- Complaints and Investigations: (22 complaints filed)

We continue to prepare all case files and will present to the Commission in the October 2026 Regular Meeting. We continue to inform the community and all complainants about our processes to provide them a clear pathway forward.

- Advisory Opinions: (2 Request for Advisory Opinions)

The Commission continues to field calls and inquiries regarding ethical dilemmas or relevant matters of the Ethics Code and have advised the community on the proper agencies to engage based on their circumstances and events as well as next steps with the Commission.

- Consultations:(16 in person/phone consultations)

We have seen an increase in request for consultations from various employees in the government regarding specific issues they have encountered. I have asked our team to ensure we assist members of the community to the fullest extent possible and avoid simple referrals. This is proving to be a beneficial step in enhancing awareness as well as providing more technical assistance for government officials and the general public.

Here are the case/consultations stats as of September 25, 2025,

1. FY2026 Case Stats:
 - a. TOTAL: 22 (+8 cases from June Board Meeting)
 - b. UTI - 18
 - c. COI - 2
 - d. Post Employment - 2
2. Consultations - 16

*I would like to recognize and commend our staff for their hard work and patience and passion for the people of Guam. Our office has received multiple correspondences regarding their gratitude to our staff for their kindness, understanding and guidance in navigating their ethical dilemmas.

Commission Update

- Mr. Joshua Miller's packet was approved by the Governor's office and sent to the Legislature on May 26, 2026 for next steps in his confirmation process. According to the office of Senator Chris Duenas, they are looking to schedule his public hearing around mid-October 2026.
- Our office has met with various professionals across the Military contracting, Human Resources and telecoms industries that have all expressed interests in serving on the Commission. This would potentially add three (3) new Commissioners to the board should they be approved by the Governor's office and confirmed by the legislature.
- I welcome any additional recommendations from Commissioners as we look to have a complete board of seven (7) in FY2027.

Legislative and Policy Developments

- In accordance with P.L. 38-122, We have drafted and presented our policy on "Administrative Fines" (GECOM Policy No.09) for the Commissioners review and discussion at our last regular meeting. At the Commission's direction we have revised the policy to create a clear objective process on assessing respective fines per case per violation. The law allows the Commission to assess a fine of up to \$5,000.00 per Ethics Violation and our draft policy will guide Commissioners on a fine commensurate with the violations.

- To compliment the Administrative Fines policy, we have also developed the COMPLAINT INTAKE, INVESTIGATION, FORMAL HEARING, AND RESOLUTION (GECOM Policy No.10) policy. This Policy establishes a standardized, transparent, and clear process for receiving, evaluating, investigating, adjudicating, and resolving ethics complaints filed with the Guam Ethics Commission (GECOM). It governs every stage of a matter — from the moment a complaint is received through final resolution, including charge, hearing, sanction, and appeal. This policy is designed to harmonize with the administrative fines policy to ensure all parties are aware of the Commission's position when addressing complaints.

GECOM –FY2027 Budget

FY2027 Budget Allocation				
DESCRIPTION	FY2026		FY2027	VARIANCE
REGULAR SALARIES	\$	289,898.32	\$ 262,250.00	\$ (27,648.32)
FRINGE BENEFITS	\$	94,848.68	\$ 108,465.00	\$ 13,616.32
TRAVEL	\$	20,000.00	\$ 25,000.00	\$ 5,000.00
CONTRACTS	\$	50,440.00	\$ 90,000.00	\$ 39,560.00
BLDG/OFFICE RENTAL	\$	65,993.00	\$ 75,000.00	\$ 9,007.00
GENERAL SUPPLIES	\$	1,500.00	\$ 500.00	\$ (1,000.00)
OFFICE EQUIPMENT	\$	10,000.00	\$ 4,000.00	\$ (6,000.00)
MISCELLANEOUS-(publications, petty cash, subscriptions, trainings etc..)	\$	8,000.00	\$ 1,264.00	\$ (6,736.00)
INTERNET/ TELECOMS	\$	12,000.00	\$ 13,000.00	\$ 1,000.00
GRAND TOTAL	\$	552,680.00	\$ 579,479.00	\$ 26,799.00

Public Law 38-136 lapsed into law on August 30, 2026 essentially providing the Ethics Commission with an overall budget of **\$579,479.00**. Although this is a 5% increase over FY2026 budget allocation it did not allow for GECOM to utilize any carry forward revenue from previous years.

GECOM – Public Trust Index Update:

- Official Public Trust Index Launched on Wednesday July 8, 2026 (GECOM's 30th Anniversary) and concluded on September 9, 2026.
- I will present a full report to the commission at our next meeting and will share with the community thereafter.

Data Collection	
Data collection mode:	Online survey Computer assisted telephone interviewing (CATI) also available to respondents who preferred not to complete survey online
Sample size achieved:	n=197 (Online: n=195, CATI: n=2)
Sample source:	Survey promoted through government channels with interested citizens able to opt in to the survey Planned random recruitment of citizens to participate in CATI surveys could not be implemented during the fieldwork period due to telecommunication issues
Interview length:	22-29 mins
Field work dates:	16 June – 9 September 2026