

Re: Messages & Communications Doc. No. 38GL-26-3059 through 3061.

From: Guam Legislature Clerks <clerks@guamlegislature.gov>
Date: Mon 10/19/2026 11:02 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: Monday, October 19, 2026 10:56 AM

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

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

Subject: Messages & Communications Doc. No. 38GL-26-3059 through 3061.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-3059 through 3061** for processing:

✓	38GL-26-3059	Civil Service Commission	FY2024 Citizen-Centric Report*
✓	38GL-26-3060	Guahan Academy Charter School	Annual Report 2025-2026*
✓	38GL-26-3061	Department of Parks and Recreation	FY2024 Citizen-Centric Report*

Please retrieve Doc. No. 38GL-26-3059 and 3060 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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38th Committee On Rules <committeeonrules@guamlegislature.gov>

Messages and Communications 38GL-26-3059*

2 messages

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

Fri, Oct 16, 2026 at 3:28 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-26-3059

38GL-26-3059	Civil Service Commission	FY2024 Citizen-Centric Report*
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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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----- Forwarded message -----

From: **Christine Quinata** <christine.quinata@csc.guam.gov>

Date: Fri, Oct 16, 2026 at 12:41 PM

Subject: FY2024 Citizens Centrix Report

To: Office of Public Accountability <admin@guamopa.com>, <speakerblas@guamlegislature.gov>

Cc: Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Juan Calvo <jkcalvo1@yahoo.com>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Michelle Galang <michelle.galang@csc.guam.gov>

Hafa Adai,

On behalf of our CSC Executive Director, Mr. Daniel D. Leon Guerrero, please find the attached FY2024 CCR Report.

This report is also available on our website at www.csc.guam.gov.

Please feel free to contact our office if you have any questions or concerns.

Best regards,

Christine Quinata

2 attachments

 **CSC 2024 CCR.pdf**

7761K

 **38GL-26-3059.pdf**

1094K

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

Mon, Oct 19, 2026 at 9:41 AM

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]



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

FY2024 Citizens Centrix Report

2 messages

Christine Quinata <christine.quinata@csc.guam.gov>

Fri, Oct 16, 2026 at 12:41 PM

To: Office of Public Accountability <admin@guamopa.com>, speakerblas@guamlegislature.gov

Cc: Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Juan Calvo [REDACTED], Fred Nishihira <fred.nishihira@csc.guam.gov>, Michelle Galang <michelle.galang@csc.guam.gov>

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This report is also available on our website at www.csc.guam.gov.

Please feel free to contact our office if you have any questions or concerns.

Best regards,

Christine Quinata

Doc Type: 38GL-26-3059
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
October 16, 2026
Time: 12:41 PM
Received:

CSC 2024 CCR.pdf
7761K

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

Fri, Oct 16, 2026 at 1:11 PM

To: Christine Quinata <christine.quinata@csc.guam.gov>

Cc: Office of Public Accountability <admin@guamopa.com>, Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Juan Calvo [REDACTED], Fred Nishihira <fred.nishihira@csc.guam.gov>, Michelle Galang <michelle.galang@csc.guam.gov>

Hafa Adai,

Confirming receipt of your email.

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-26-3059
Messages and Communications

RECEIVED
COMMITTEE ON RULES
October 16, 2026

3:28 p.m.
Marie Crisostomo



CIVIL SERVICE COMMISSION

Kumision I Setbision Sibit

FISCAL YEAR 2024

CITIZEN-CENTRIC REPORT



Hours of operation:

Monday - Friday open from
8:00 AM to 5:00 PM



Email:

document.filing@csc.guam.gov



Location:

BELL TOWER, Suite 201, 710
West Marine Corps Drive,
Hagatna, Guam 96910



Office Number:

(671)-647-1855



Fax Number:

(671)-647-1867



More Information

Website: csc.guam.gov

CIVIL SERVICE COMMISSION IS THE VANGUARD OF THE MERIT SYSTEM

The Commission hears appeals from the adverse actions taken to suspend, demote, or dismiss an employee from the classified service. If such right of appeal to the Commission is established in the personnel rules governing the employee. However, it may not hear any appeal of an action taken to suspend, demote and dismiss an employee of the Government of Guam who has not been hired through the competitive hiring procedures of the personnel rules of the Government of Guam, as such personnel rules is required at the time of the hiring of the employee, nor any unclassified employee. The provisions above shall not apply to the Judiciary or I Liheslaturan Guahan (Legislature) in compliance with the doctrine of Separation of Powers. Unless such separate Branch opts out to make them applicable by submitting to the jurisdiction of the Commission. All reference to classified employees will be deemed to mean classified employees of the Executive Branch, including agencies and authorities.

The jurisdiction of the Commission shall not extend to academic personnel of the Guam Community College and the University of Guam. Except upon mutual consent by the governing board of the respective institution and the Commission, not to any position or person, appeal or proceeding of whatever kind or description if the position is denominated "unclassified" in the title. Except to the extent explicitly permitted in this section, nor shall jurisdiction extend to the determination of whether it is practicable to place a position in the classified service. The Commission serves the Government of Guam consisting of about sixty-five (65) agencies to include line agencies, autonomous, semi-autonomous, and instrumentalities of the Government of Guam with over 11,000 employees through the government.



HISTORY OF THE CIVIL SERVICE COMMISSION

The creation of the Guam Civil Service Commission (CSC) was first contemplated in the Organic Act of Guam under §1422c, which states, "The legislature shall establish a merit system and, as far as practicable, appointments and promotions shall be made in accordance with such merit system. The Government of Guam may by law establish a Civil Service Commission to administer the merit system. Members of the Commission may be removed as provided by the laws of Guam.

However, it was not until August 7, 1967, with the passage of Public Law (PL) 9-86 that the CSC was actually created. The creation was prompted by a letter from then Governor Manuel F.L. Guerrero, which was submitted to the Ninth Guam Legislature to establish a CSC, separate from any operating department of the government in order to afford balance between the needs of the institution and rights of the employee.

OUR MISSION

The Civil Service Commission Board consists of seven commissioners appointed by the Governor with the Legislature's consent, all to serve the people of Guam. A quorum of four commissioners must be present at any board meeting for its proceedings to be valid.

The Civil Service Commission adjudicates appeals primarily for classified Government of Guam employees. This includes appeals related to adverse actions, grievances, Equal Employment Opportunities (EEO), post-audit complaints, notices of personnel actions, the Public Employee Protection Act (often referred to as the "Whistle Blower" law), priority placements, furloughs, and issues related to Ethics in Procurement and Political Activity, also known as "Mini-Hatch." The Commission's jurisdiction covers more than 92 Executive Branch line departments, agencies, and autonomous agencies, which collectively employ more than 11,000 individuals.

The Commission extends profound gratitude to the Government of Guam who work tirelessly to provide essential services, helping to make life more sustainable on the island.

FUTURE OUTLOOK

Our future outlook focuses on transitioning to a paperless environment and modernizing our online services. To support this, the Commission has invested in a user-friendly, state-of-the-art web-based data system with premium website accessibility for our patrons and the capability to view our board meetings broadcast on our website.

GOALS

Our goal is to deliver quality and efficient services that promote a healthy Merit System. We aim to be the Government of Guam's premier agency, setting the standard for human resources leadership that others can emulate. We focus on quality, remain open to innovation, and insist on accountability.

BOARD OF COMMISSIONERS



Juan K. Calvo

Chairperson



Anthony P. Benavente

Vice Chairperson



Francisco T. Guerrero

Commissioner



CATHY O. CATLING

Commissioner



**ROSE M. AYUYU
MORALES**

Commissioner

DUTIES OF THE COMMISSION

The Commission hears appeals from the adverse actions taken to suspend, demote or dismiss an employee from the classified service if such right of appeal to the Commission is established in the personnel rules governing the employee; however, it may not hear any appeal of an action taken to suspend, demote or dismiss an employee of the government of Guam who has not been hired through the competitive hiring procedures of the personnel rules of the government of Guam, as such personnel rules required at the time of the hiring of the employee, nor any unclassified employee;

The provisions above shall not apply to the Judiciary or Liheslaturan Guåhan [Legislature] in compliance with the doctrine of Separation of Powers, unless such separate Branch opts to make them applicable by submitting to the jurisdiction of the Commission; and all reference to classified employees will be deemed to mean classified employees of the Executive Branch, including agencies and authorities.

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APPROPRIATIONS

Director's Office

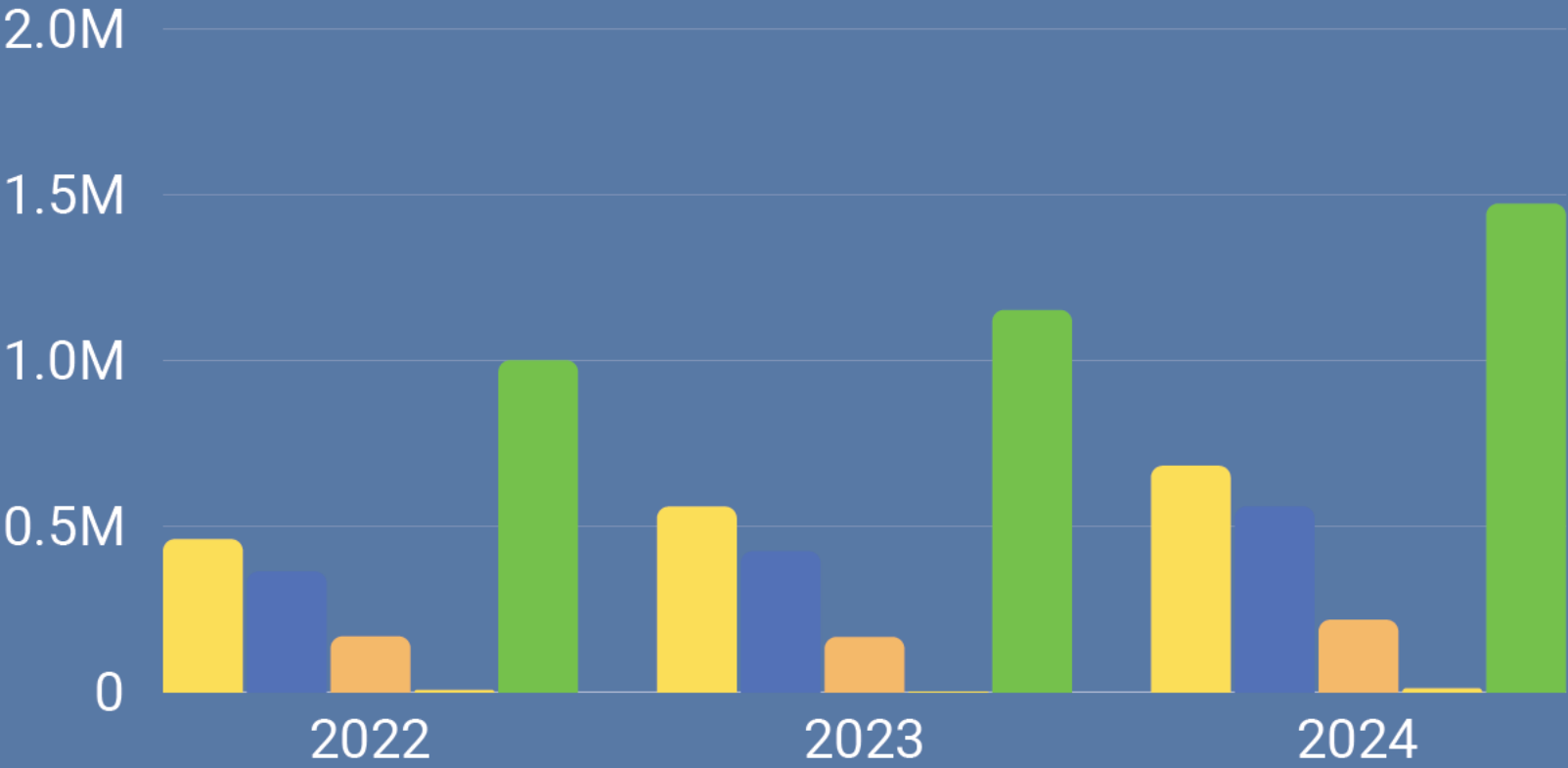
Personnel Mgmt

Legal Office/ ALJ

Board of Commissioners

total

	2022	2023	2024
Directors Office	\$461,324.00	\$559,209.00	\$682,405.75
Personnel Management	\$363,838.00	\$424,786.00	\$560,006.00
Legal Office /ALJ	\$168,221.00	\$166,343.00	\$218,284.00
Board of Commissioners	\$7,070.00	\$1,610.00	\$12,000.00
Total	\$1,000,453.00	\$1,152,248.00	\$1,472,695.74



- The FY2024 budget has increased compared to previous years due to updated public laws emphasizing the adoption of modern technology. As a result, the CSC staff can now conduct status calls, conferences, and interviews via Zoom, and board meetings are broadcast live on our website. Additionally, the commission has implemented a new data system along with updated software and equipment. Despite the ongoing challenges facing the government of Guam, the commission remains committed and prepared to uphold the principles of the merit system.

EXPENDITURES

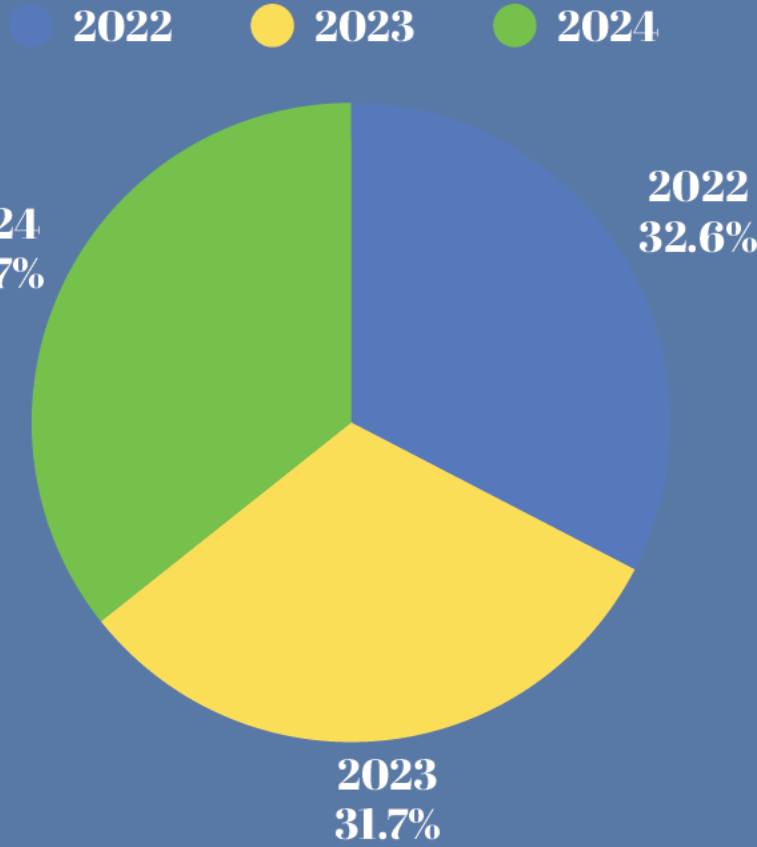
INCLUDING ARPA FUNDING

	2022	2023	2024
Directors Office	\$455,711.00	\$549,118.71	\$1,217,972.08
Personnel Management	\$358,611.00	\$434,827.16	\$473,916.94
Legal Office /ALJ	\$167,824.00	\$165,621.96	\$183,504.32
Board of Commissioners	\$7,060.00	\$1,610.00	\$11,942.34
TOTAL	\$989,206.00	\$1,151,177.83	\$1,887,335.68



Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

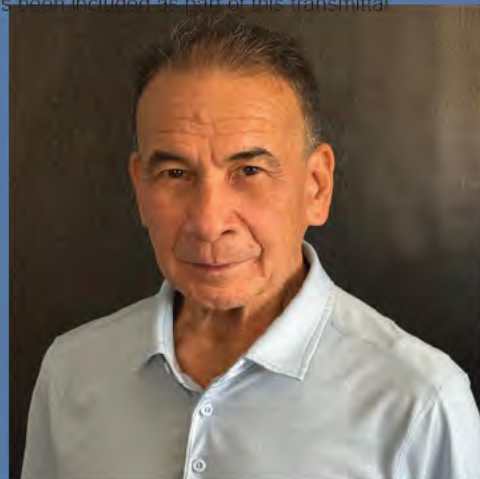
APPEALS/COMPLAINTS PER YEAR			
	2022	2023	2024
Adverse Action	9	12	15
EEO	0	0	0
Furlough	0	0	0
Grievance	8	15	13
Mini-Hatch Act	0	0	0
Merit Bonus Appeal	0	0	0
Post Audit	7	5	6
Whistleblower	1	1	2



The number of personnel actions submitted by the various government agencies has increased in 2024 compared to 2022 and 2023. The Commission authorizes the PMA staff to conduct investigations into complaints regarding Appointments and Promotions (Post Audits) and Notices of Personnel Actions (NOPA) immediately pursuant to CSC Resolution 2024-001. The PMA staff will then present their findings and recommendations to the Commission for final adjudication.



MESSAGE FROM THE EXECUTIVE DIRECTOR



Håfa Adai!

On behalf of the Civil Service Commission, I am proud to present our Citizen-Centric Report for Fiscal Year 2024. As the vanguard of the Merit System, the CSC remains steadfastly committed to ensuring justice, equity, and transparency for all classified employees within the Executive Branch of the Government of Guam.

Providing stable and consistent adjudication services requires an extraordinary level of cross-branch collaboration. I would like to extend our sincerest gratitude to I Maga'hågan Guåhan Lourdes A. Leon Guerrero and the Segundo Maga'låhen Guåhan Governor Joshua F. Tenorio (the Governor's Office), the CSC Board of Commissioners, the Guam Legislature, the Office of the Attorney General, and the Guam Judicial Branch. Their ongoing support, legal cooperation, and shared dedication have been absolutely vital in allowing our commission to effectively execute its statutory mission.

Despite our shared commitment, the past fiscal years presented unprecedented operational challenges regarding board quorum and scheduling. Due to persistent commissioner vacancies, the CSC was forced to cancel a record number of scheduled hearings, resulting in 12 cancellations in 2023 and another 17 cancellations in the first six months of 2024.

To resolve this bottleneck and minimize impacts on the civil service appellate process, the CSC tripled its recruitment efforts to fill the open seats. We actively requested the 37th Guam Legislature to authorize a much-needed increase in the Commissioners' stipends—a measure intended to help recruit and retain qualified board members.

Thanks to the collaborative response from the Governor's Office, key nominees were successfully put forward, reviewed, and approved by the Guam Legislature. We have since sworn in two new Commissioners, successfully restoring our capacity to fully execute adjudication services.

We currently extend our deepest appreciation to our Board of Commissioners for their dedicated leadership, commitment, and public service:

Juan K. Calvo, Chairman

Anthony P. Benavente, Vice Chairman

Cathy O. Catling, Commissioner

Rose Marie A. Morales, Commissioner

Francisco T. Guerrero

Finally, a proper acknowledgment must be made to the incredible CSC Team. Thank you for your tireless hard work, administrative resilience, and unwavering dedication to uphold and safeguard the integrity of Guam's Merit System.

Sinceramente,

A stylized, handwritten signature in dark ink, appearing to read 'D. Leon Guerrero'.

Daniel D. Leon Guerrero

Executive Director, Guam Civil Service Commission



CIVIL SERVICE COMMISSION STAFF

DIRECTOR'S OFFICE STAFF

JAMES DIAZ

Administrative Services Officer

CHRISTINE P. QUINATA

Special Projects Coordinator

JANEQUE SAGUN

Board Secretary

ELYZE POCAIGUE

CLERK I

LEGAL OFFICE

ERIC D. MILLER

Administrative Counsel

SUSAN L. CORBIN

Legal Secretary III

PERSONNEL MANAGEMENT

ADMIN STAFF

ROLAND P. FEJARANG

PM Administrator

MARIA P. MASNAYON

PM Analyst III

VICKILYNN C. SABLAN

PM Analyst III

CYNTHIA K.M CAMACHO

PM Analyst II

AUDRE D.C. KING

PM Analyst I