

I Mina'trentai Sais Na Liheslaturan Guåhan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	COMMITTEE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	COMMITTEE REPORT FILED	DATE CONFIRMED	NOTES
36GL-22-1709	Francisco T. Guerrero	Member	Civil Service Commission	2/23/22	Six (6) Years; October 1, 2021 to September 30, 2027 To fill the seat of Emilia F. Rice whose term has expired.	Committee on Public Accountability, Human Resources, the Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology	3/3/22	4/12/22 2:00 p.m.	4/20/22 2:59 p.m.		



Office of the Vice Speaker
TINA ROSE MUÑA BARNES
I Mina'trentai Sais Na Liheslaturan Guåhan

GUAM CONGRESS BUILDING
163 CHALAN SANTO PAPA
HAGÁTÑA, GUAM 96910
TEL 671-989-5681
SENATORMUNABARNES@GUAMLEGISLATURE.ORG

CHAIRPERSON
COMMITTEE ON
PUBLIC ACCOUNTABILITY
HUMAN RESOURCES
GUAM BUILDUP
HAGÁTÑA REVITALIZATION
REGIONAL AFFAIRS
PUBLIC LIBRARIES
TELECOMMUNICATIONS
TECHNOLOGY

April 18, 2022

The Honorable Therese M. Terlaje
Speaker
I Mina'trentai Sais na Liheslaturan Guåhan
163 Chalan Santo Papa
Hagåtña, Guam 96910

VIA: The Honorable Tina Rose Muña Barnes
Chairperson, Committee on Rules

RE: Committee Report on the appointment of Francisco T. Guerrero

Håfa Adai Speaker Terlaje:

Transmitted herewith is the Committee Report of Francisco T. Guerrero to serve as a Member, Civil Service Commission, which was referred to the Committee on Public Accountability, Human Resources, the Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology.

Committee votes are as follows:

- 5 TO DO CONFIRM
- 0 TO NOT CONFIRM
- 1 TO REPORT OUT ONLY
- 0 TO ABSTAIN
- 0 TO PLACE IN INACTIVE FILE

COMMITTEE ON RULES
RECEIVED:
April 18, 2022
2:35 P.M.

Si Yu'os Ma'åse',

TINA ROSE MUÑA BARNES
Chairperson

Revision Rec'd:
April 20, 2022 @ 2:39 P.M.



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'Trentai Sais Na Liheslaturan Guåhan

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COMMITTEE REPORT

Nomination of Francisco T. Guerrero

As Member of the Civil Service Commission; term length of six (6) years; October 1, 2021 to September 30, 2027 – to fill the seat of Emilia F. Rice, whose term has expired.



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'Trentai Sais Na Liheslaturan Guåhan

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April 18, 2022

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TECHNOLOGY

MEMORANDUM

TO: All Members

FROM: Vice Speaker Tina Rose Muña Barnes

Chairperson, Committee on Public Accountability, Human Resources, the Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology

SUBJECT: Committee Report on the Appointment of Francisco T. Guerrero


Transmitted herewith for your consideration is the Committee Report on the appointment of Francisco T. Guerrero to serve as Member, Civil Service Commission; term length of six (6) years; October 1, 2021 to September 30, 2027 – to fill the seat of Emilia F. Rice, whose term has expired.

This report includes the following:

- Copy of COR Referral of the Appointment
- Copy of the Appointment Letter to the Speaker
- Copy of the Appointment Packet & Supporting Documents
- Notices of Public Hearing
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies
- Committee Report Digest
- Committee Report Vote Sheet

Please take the appropriate action on the attached voting sheet. Your attention to this matter is greatly appreciated. Should you have any questions or concerns, please do not hesitate to contact me.

Sincerely,


TINA ROSE MUNA BARNES
Chairperson



Vice Speaker

TINA ROSE MUÑA BARNES

CHAIRPERSON, COMMITTEE ON RULES

I Mina'trentai Sais Na Liheslaturan Guåhan

GUAM CONGRESS BUILDING
163 CHALAN SANTO PAPA
HAGÁTÑA, GUAM 96910
TEL 671-472-2461
COR@GUAMLEGISLATURE.ORG

March 3, 2022

MEMO

To: Rennae Meno
Clerk of the Legislature

Legal Bureau

From: Vice Speaker Tina Rose Muña Barnes
Chairperson, Committee on Rules

Re: Referral of Appointment

Håfa adai,

As Chairperson of the Committee on Rules, I am forwarding the referral of the following appointment:

Appointee: Francisco T. Guerrero

Position: Member, Civil Service Commission

The appointee's nomination packet may be referenced in the Guam Legislature's website at <http://guamlegislature.com/index/messages-and-communications/>. Please refer to the follow document:

"36GL-22-1709- Office of the Governor of Guam - Board Appointment of Francisco T. Guerrero - Member, Civil Service Commission.*"

Please ensure that the aforementioned appointment is referred to the **Committee on Public Accountability, Human Resources, the Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology**, chaired by Vice Speaker Tina Rose Muña Barnes.

If you have any questions or concerns, please feel free to contact Mary Maravilla, Committee on Rules Director at 472-2461.

Thank you for your attention to this important matter.

Respectfully,

Vice Speaker Tina Rose Muña Barnes
Chairperson, Committee on Rules



LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

February 23, 2022

Honorable Therese M. Terlaje
Speaker
I Mina'trentai Sais Na Liheslaturan Guåhan
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96932

Doc Type: 3/6/22-22-1709
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

03 02 2022

Time: 2:36 pm
Received: AA

RE: Board Appointment

Dear Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam and the local laws applicable to the following position, I am pleased to transmit the following appointment and supporting documents for:

APPOINTEE: Francisco T. Guerrero
POSITION: Member, Civil Service Commission
TERM LENGTH: **Six (6) Years; October 1, 2021 to September 30, 2027**
To fill the seat of Emilia F. Rice, whose term has expired.

The appointment is subject to the consent of *I Liheslaturan Guåhan*. Please schedule a hearing at your earliest convenience.

Senseramente,

LOURDES A. LEON GUERRERO
Maga'hågan Guåhan
Governor of Guam

COMMITTEE ON RULES
RECEIVED:
March 2, 2022
3:17 P.M.

cc: Lt. Governor of Guam

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

February 23, 2022

MR. FRANCISCO T. GUERRERO



Dear Mr. Guerrero:

Pursuant to my authority under 4 GCA § 4401(a), I am appointing you to serve as a

MEMBER, CIVIL SERVICE COMMISSION
Term Length: Six (6) Years; October 1, 2021 to September 30, 2027
To fill the seat of Emilia F. Rice, whose term has expired.

Appointing you to this position comes with great responsibility because you will have a vital role to perform which will place many demands on your time and energy. Integrity and honesty are virtues that I prioritize for my Administration to exemplify, and I know that you will do the same while in service to the people of Guam. Your responsibilities shall be significant and consequential. I trust that you will fulfill your duties and set a standard for others to follow.

I appreciate your willingness to serve in this position, and I am confident that your time will be spent in a manner to improve the island of Guam.

This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. If you have any questions or concerns, please contact Michael Weakley of the Governor's Office at 473-1131.

Senseramente,

LOURDES A. LEON GUERRERO
Maga'hågan Guåhan
Governor of Guam

cc: *Honorable* Joshua F. Tenorio, Lt. Governor of Guam
Chairperson, Civil Service Commission
Director, Civil Service Commission



OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

The following information is required for submission to the
Speaker of *I Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

NOMINEE INFORMATION

Last Name GUERRERO	First Name FRANCISCO	Middle Initial T
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made Member, Civil Service Commission		
Are you a citizen of the United States? Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>		
If no, are you authorized to work in the United States? Yes <input type="checkbox"/> No <input type="checkbox"/>		

EDUCATION

SCHOOL (Name, City and State)	DATES OF ATTENDANCE	TYPE OF DEGREE	YEAR EARNED
High School Department of the Army		GED	1986
College El Paso Texas Community College		Associates AA Gen Mgmt	
Graduate School			
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address Lam Lam Tours & Transportation 117 Guerrero St., Harmon Indus. Tamuning, Guam 96931	Position Title Assistant General Manager
	Dates Held 1995 -2021

Previous Employer and Mailing Address U.S. Army Special Forces Green Beret	Position Title Command Sergeant Major
	Dates Held 1963 - 1995

Previous Employer and Mailing Address	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

PRIOR GOVERNMENT OF GUAM SERVICE

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

Agency or Department Name		Position Title
Address	Phone No.	Dates Held

TRAINING

INSTITUTE/SEMINARS/ON-THE-JOB TRAINING	DATE
Management Tour Bus Operations, Defensive Driving	1996
Sergeant Major Academy El Paso Texas	July 1, 1987
U.S. Defense Language Institute (Spanish) SF Oper. Intellegence	
SF Underwater Scuba Opr., Pathfinder, Jumpmaster Freefall	

AWARDS

List all educational, professional, civic awards, and recognition for public service:
Paul Harris Fellow Recognition, Rotary Club of Guam 2005 Recognition 26 Years in the Tourism Industry, Guam Visitors Bureau GVB and Resolution , 36th Guam Legislature;12-man Specail Forces Group Command 3,000 soldiers and families; Special Forces U.S. Ranger School; Vietnam Bronze V Devise Award, Vietnam Service Medal, Sharp Shooter Marksman Expert M14, M16, Combat Infantry Badge, HALO Jump Master Certified, Underwater Scuba and Pathfinder Qualified Special Forces Green Beret.

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level. List organizations, activities participated in, and offices held:
2005 Past President and Present Member, Rotary Club of Guam, International Rotary Singapore, Manila and Tokyo Japan, Member Guam Hotel & Restaurant Association, Chamber of Commerce, Lifetime Member Special Forces Decade, U. S. Army Retiree Association of Guam, Lifetime member Veterans of Foreign Wars VFW, Employer Support of the Guard & Reserves (ESGR), Tourism & Education GCC and UOG. Japan Festival, GVB Tourism Certified Tour Guide, National MCI Bus Symposium, Travel Tour Bus Las Vegas Nevada, San Diego, Honolulu and Tokyo Japan, SROTC Instructor, UOG

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

2005 Past President and current Member Rotary Club of Guam, Chamber of Commerce, Guam Hotel and Restaurant Association; Employer Outreach, ESGR Employer Support of the Guard and Reserves; Lifetime member Veterans of Foreign Wars; Japan Festival, FestPac, Islandwide Fiesta Tours, New Years Eve Festivities; ASSIST Certificate of Suicide Awareness & Prevention, CPR Certified.

PUBLICATIONS AND PRESENTATIONS

List any published articles, papers delivered at professional meetings, etc.:

In-house Defensive Driving, Sexual Harrassment, Effective Customer Service, Fire Extinguisher Safety Training, POET Pacific Overseas Employment & Training Services; Effective Interview Skills, Resume Writing, Dress for Success, Job Readiness, Transition Assistant Program, Transitioning Military members into Civilian Employment .

MILITARY SERVICE (Please attach Form DD-214)

BRANCH	DATES OF SERVICE	RANK AT DISCHARGE	TYPE OF DISCHARGE
U.S. Army Special Forces	1963 - 1995	E-9	Honorable

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

Yes No If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

(2) Have you ever been declared mentally incompetent by any court, whether within or without the United States?

Yes No If so, please specify in detail the reasons and facts related to such declaration:

(3) Have you ever been found not guilty or not punishable in any criminal proceedings by reason of insanity?

Yes No

(4) Have you ever been confined to a mental institution for any reason?

Yes No If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:



OFFICE OF THE GOVERNOR OF GUAM

Statement of Financial Interests

(Required by 4 G.C.A. §13104.1)


TO: The Honorable Lourdes A. Leon Guerrero
Governor of Guam
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: Francisco T. Guerrero

I have no financial interest in any business

I do have interest(s) in the following business(es):

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST
POET Pacific Overseas Employment Services P O Box 4364 Yigo Guam 96929	Service: 75% Disable Veteran and Woman Owned



Signature

2/17/22

Date

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam; (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.


Francisco T. Guerrero

Print Name and Signature

2/17/22

Date



SUPERIOR COURT OF GUAM

Guam Judicial Center • 120 West O'Brien Drive • Hagatña, Guam 96910

Telephone (671) 475-3370/475-3449

Fax (671) 472-2856

DANIELLE T. ROSETE
Clerk of Court

Name: **FRANCISCO T. GUERRERO**

SS#: _____ ID# **GU D/L#** [REDACTED] Date of Birth: [REDACTED]

CERTIFICATE OF SEARCH

The undersigned Clerk hereby certifies the following results of a diligent search of the records of this Court:

Criminal Cases:

- A. No Case Found
- B. 1. Criminal Case No.
- 2. Criminal Case No.
- 3. Criminal Case No.
- 4. Criminal Case No.
- 5. Criminal Case No.

Criminal Record: Page 1 of 1

Civil Cases:

- A. No Case Found
- B. 1. Civil Case No.
- 2. Civil Case No.
- 3. Civil Case No.
- 4. Civil Case No.
- 5. Civil Case No.

Civil Record: Page 1 of 1

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagatña, Guam. Hours of operation are Monday – Friday, 8:00 a.m. to 5:00 p.m. Closed Saturday, Sunday and local/federal holidays. Court Clearances are Non-Refundable.

Dated: 02/22/2022

DANIELLE T. ROSETE
Clerk of Court

BY:  **ALFRED A. SANTOS**
Deputy Clerk

Prepared By: **AAS**



The absence of an original Court Seal invalidates this document



**Government of Guam
 GUAM POLICE DEPARTMENT
 RECORDS & IDENTIFICATION SECTION
 P.O. Box 23909
 Guam Main Facility, Guam 96921**



February 21, 2022

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Francisco Taitano GUERRERO		
DATE OF BIRTH:	██████████	FINGERPRINT#:	██████████
■	The individual has no record of criminal conviction(s) in the Guam Police Department files that are subject to Guam law.		

*****NOTHING FOLLOWS*****

THIS INFORMATION MAY BE LIMITED TO A LOCAL CRIMINAL OFFENSE ONLY AND IS NOT INTENDED FOR USE FOR ANY LOCAL, STATE, OR FEDERAL LAW ENFORCEMENT AGENCY.

By Direction: SDQ

**STEPHEN C. IGNACIO
 Chief of Police**

The absence of an original GUAM POLICE seal invalidates this police clearance.
REVISED 04/26/2019

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.

The first part of the document discusses the importance of maintaining accurate records in a business setting. It highlights how proper record-keeping can help in decision-making, legal compliance, and financial management. The text emphasizes that records should be organized, up-to-date, and easily accessible.

Next, the document addresses the challenges of data management in the digital age. It notes that while digital storage offers convenience, it also introduces risks such as data loss, security breaches, and information overload. Solutions like cloud storage, encryption, and regular backups are suggested to mitigate these risks.

The third section focuses on the role of technology in streamlining business processes. It describes how automation and software solutions can reduce manual errors, save time, and improve overall efficiency. Examples of tools used for project management, communication, and data analysis are provided.

Finally, the document concludes by stressing the need for continuous learning and adaptation. As technology and market conditions evolve, businesses must stay informed and be willing to adopt new practices to remain competitive and successful.



Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

FIRST NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
To: phnotice@guamlegislature.org

Tue, Apr 5, 2022 at 4:02 PM

April 5, 2022

MEMORANDUM

TO: All Senators, Media, and Stakeholders

FROM: Vice Speaker Tina Rose Muña Barnes

SUBJECT: FIRST NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Buenas yan Håfa Adai! Please be advised that Vice Speaker Tina Rose Muña Barnes will convene a public hearing on Tuesday, April 12, 2022, at 2pm in the Public Hearing Room of the Guam Congress Building, on the following:

Resolution No. 300-36 (LS) - Tina Rose Muña Barnes / Frank Blas Jr.

RELATIVE TO SUPPORTING THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER AT THE WORLD HEALTH ORGANIZATION'S 75TH WORLD HEALTH ASSEMBLY AND TO REAFFIRM SUPPORT FOR THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER IN INTERNATIONAL ORGANIZATIONS.

Immediately thereafter, the Committee on Public Accountability, Human Resources, Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology will convene a public hearing on the following:

Board Appointment of **Francisco T. Guerrero** - Member, Civil Service Commission for a term length of Six (6) Years; October 1, 2021 to September 30, 2021, To fill the seat of Emilia F. Rice, whose term has expired.


For individuals wishing to provide testimony, please contact our office by email at senatormunabarnes@guamlegislature.org or call 671-989-5681. Written testimony may be delivered to the Office of Vice Speaker Tina Muña Barnes at 163 W Chalan Santo Papa, Hagåtña, Guam 96910 or via email to senatormunabarnes@guamlegislature.org.

In compliance with the American with Disabilities Act, individuals requiring assistance or accommodations should contact the Office of Vice Speaker Muña Barnes by phone call at 989-5681 or via email at senatormunabarnes@guamlegislature.org.

The hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4; Channel 112.3 for Docomo customers without set top boxes, and online via *I Liheslaturan Guåhan's* live feed at http://www.guamlegislature.com/live_feed.htm. A recording of the hearing will be available online via Guam Legislature Media on YouTube after the hearing. *Si Yu'os Ma'åse'!*

4 attachments

 **Agenda 4.12.22.pdf**
245K

 **Res. No. 300-36 (LS).pdf**
795K

 **Doc. No. 36GL-22-1709.pdf**
3227K

 **FIRST NOTICE - APRIL 12.pdf**
329K



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

GUAM CONGRESS BUILDING
163 CHALAN SANTO PAPA
HAGÁTÑA, GUAM 96910
TEL 671-989-5681

SENATORMUNABARNES@GUAMLEGISLATURE.ORG

CHAIRPERSON
COMMITTEE ON RULES

April 5, 2022

MEMORANDUM

COMMITTEE ON
PUBLIC ACCOUNTABILITY
HUMAN RESOURCES
GUAM BUILDUP
HAGÁTÑA REVITALIZATION
REGIONAL AFFAIRS
PUBLIC LIBRARIES
TELECOMMUNICATIONS
TECHNOLOGY

TO: All Senators, Media, and Stakeholders
FROM: Vice Speaker Tina Rose Muña Barnes
SUBJECT: FIRST NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

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- **Resolution No. 300-36 (LS)** - Tina Rose Muña Barnes / Frank Blas Jr. RELATIVE TO SUPPORTING THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER AT THE WORLD HEALTH ORGANIZATION'S 75TH WORLD HEALTH ASSEMBLY AND TO REAFFIRM SUPPORT FOR THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER IN INTERNATIONAL ORGANIZATIONS.

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Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

SECOND NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
To: phnotice@guamlegislature.org

Fri, Apr 8, 2022 at 1:00 PM

MEMORANDUM

TO: All Senators, Media, and Stakeholders

FROM: Vice Speaker Tina Rose Muña Barnes

SUBJECT: SECOND NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Buenas yan Håfa Adai! Please be advised that Vice Speaker Tina Rose Muña Barnes will convene a public hearing on Tuesday, April 12, 2022, at 2pm in the Public Hearing Room of the Guam Congress Building, on the following:

Resolution No. 300-36 (LS) - Tina Rose Muña Barnes / Frank Blas Jr.

RELATIVE TO SUPPORTING THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER AT THE WORLD HEALTH ORGANIZATION'S 75TH WORLD HEALTH ASSEMBLY AND TO REAFFIRM SUPPORT FOR THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER IN INTERNATIONAL ORGANIZATIONS.

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4 attachments

 **Res. No. 300-36 (LS).pdf**
795K

 **Doc. No. 36GL-22-1709.pdf**
3227K

 **Agenda 4.12.22.pdf**
245K

 **SECOND NOTICE - 4.12.22.pdf**
383K



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

GUAM CONGRESS BUILDING
163 CHALAN SANTO PAPA
HAGÁTÑA, GUAM 96910
TEL 671-989-5681

SENATORMUNABARNES@GUAMLEGISLATURE.ORG

CHAIRPERSON
COMMITTEE ON RULES

April 8, 2022

MEMORANDUM

COMMITTEE ON
PUBLIC ACCOUNTABILITY
HUMAN RESOURCES
GUAM BUILDUP
HAGÁTÑA REVITALIZATION
REGIONAL AFFAIRS
PUBLIC LIBRARIES
TELECOMMUNICATIONS
TECHNOLOGY

TO: All Senators, Media, and Stakeholders
FROM: Vice Speaker Tina Rose Muña Barnes
SUBJECT: SECOND NOTICE OF PUBLIC HEARING – Tuesday, April 12, 2022,
at 2 p.m.

Buenas yan Håfa Adai! Please be advised that Vice Speaker Tina Rose Muña Barnes will convene a public hearing on Tuesday, April 12, 2022, at 2pm in the Public Hearing Room of the Guam Congress Building, on the following:

- **Resolution No. 300-36 (LS)** - Tina Rose Muña Barnes / Frank Blas Jr. RELATIVE TO SUPPORTING THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER AT THE WORLD HEALTH ORGANIZATION'S 75TH WORLD HEALTH ASSEMBLY AND TO REAFFIRM SUPPORT FOR THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER IN INTERNATIONAL ORGANIZATIONS.

Immediately thereafter, the Committee on Public Accountability, Human Resources, Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology will convene a public hearing on the following:

- Board Appointment of **Francisco T. Guerrero** - Member, Civil Service Commission for a term length of Six (6) Years; October 1, 2021 to September 30, 2021, To fill the seat of Emilia F. Rice, whose term has expired.

For individuals wishing to provide testimony, please contact our office by email at senatormunabarnes@guamlegislature.org or call 671-989-5681. Written testimony may be delivered to the Office of Vice Speaker Tina Muña Barnes at 163 W Chalan Santo Papa, Hagåtña, Guam 96910 or via email to senatormunabarnes@guamlegislature.org.

In compliance with the American with Disabilities Act, individuals requiring assistance or accommodations should contact the Office of Vice Speaker Muña Barnes by phone call at 989-5681 or via email at senatormunabarnes@guamlegislature.org.

The hearing will broadcast on local television, GTA Channel 21, Docomo Channel 117/60.4; Channel 112.3 for Docomo customers without set top boxes, and online via *I Liheslaturan Guåhan's* live feed at http://www.guamlegislature.com/live_feed.htm. A recording of the hearing will be available online via Guam Legislature Media on YouTube after the hearing. *Si Yu'os Ma'åse'!*



Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

INVITE TO PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
To: fgurrero45@guam.net

Wed, Apr 6, 2022 at 8:32 AM

MEMORANDUM

TO: Francisco T. Guerrero, Appointee

FROM: Vice Speaker Tina Rose Muña Barnes
Chairperson, Committee on Public Accountability, Human Resources, Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology

SUBJECT: INVITE TO PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

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- Board Appointment of **Francisco T. Guerrero** - Member, Civil Service Commission for a term length of Six (6) Years; October 1, 2021 to September 30, 2021, To fill the seat of Emilia F. Rice, whose term has expired.

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 **Invite to Confirmation Hearing - FLG.pdf**
265K



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

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CHAIRPERSON
COMMITTEE ON RULES

April 5, 2022

MEMORANDUM

COMMITTEE ON
PUBLIC ACCOUNTABILITY
HUMAN RESOURCES
GUAM BUILDUP
HAGÁTÑA REVITALIZATION
REGIONAL AFFAIRS
PUBLIC LIBRARIES
TELECOMMUNICATIONS
TECHNOLOGY

TO: Francisco T. Guerrero, Appointee
FROM: Vice Speaker Tina Rose Muña Barnes
Chairperson, Committee on Public Accountability, Human Resources,
Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public
Libraries, Telecommunications, and Technology
SUBJECT: **INVITE TO PUBLIC HEARING** – Tuesday, April 12, 2022, at 2 p.m.

Buenas yan Håfa Adai! The Committee on Public Accountability, Human Resources, Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology will convene a public hearing on Tuesday, April 12, 2022 at 2pm in the Public Hearing Room of the Guam Congress Building. On the Agenda is the following:

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Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

INVITE TO PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Wed, Apr 6, 2022 at 8:29 AM

To: daniel.leonguerrero@csc.guam.gov

Cc: "Christine P. Quinata" <christine.quinata@csc.guam.gov>, Janeque Sagun <janeque.sagun@csc.guam.gov>

April 5, 2022

MEMORANDUM

TO: **Juan K. Calvo, Chairperson**, Board of Commissioners, Civil Service Commission
Daniel Leon Guerrero, Executive Director, Civil Service Commission

FROM: **Vice Speaker Tina Rose Muña Barnes**
Chairperson, Committee on Public Accountability, Human Resources, Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology

SUBJECT: INVITE TO PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

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Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

GUAM CONGRESS BUILDING

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CHAIRPERSON
COMMITTEE ON RULES

April 5, 2022

MEMORANDUM

COMMITTEE ON
PUBLIC ACCOUNTABILITY
HUMAN RESOURCES
GUAM BUILDUP
HAGÁTÑA REVITALIZATION
REGIONAL AFFAIRS
PUBLIC LIBRARIES
TELECOMMUNICATIONS
TECHNOLOGY

TO: **Juan K. Calvo, Chairperson,** Board of Commissioners, Civil Service Commission

Daniel Leon Guerrero, Executive Director, Civil Service Commission

FROM: **Vice Speaker Tina Rose Muña Barnes**

Chairperson, Committee on Public Accountability, Human Resources, Guam Buildup, Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology

SUBJECT: INVITE TO PUBLIC HEARING – Tuesday, April 12, 2022, at 2 p.m.

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Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

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CHAIRPERSON
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AGENDA

Public Hearing Room
Guam Congress Building
April 12, 2022 at 2pm

- [Resolution No. 300-36 \(LS\)](#) - Tina Rose Muña Barnes / Frank Blas Jr. RELATIVE TO SUPPORTING THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER AT THE WORLD HEALTH ORGANIZATION'S 75TH WORLD HEALTH ASSEMBLY AND TO REAFFIRM SUPPORT FOR THE REPUBLIC OF CHINA (TAIWAN)'S PARTICIPATION AS OBSERVER IN INTERNATIONAL ORGANIZATIONS.
- Board Appointment of [Francisco T. Guerrero](#) - Member, Civil Service Commission for a term length of Six (6) Years; October 1, 2021 to September 30, 2021, To fill the seat of Emilia F. Rice, whose term has expired.



**VICE SPEAKER
TINA ROSE MUÑA BARNES**

Chair, Committee on Public Accountability, Human Resources, Guam Buildup
Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology
Guam Congress Building Public Hearing Room • Tuesday, April 12, 2022 at 2PM

Office of the Governor of Guam - Board Appointment of Francisco T. Guerrero - Member, Civil Service Commission.

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
<i>Francisco T. Guerrero</i>	<i>CSC</i>	<i>✓</i>		<i>✓</i>		[REDACTED]
<i>Juan A. Calvo</i>	<i>"</i>	<i>"</i>		<i>✓</i>		[REDACTED]
<i>Isabel</i>	<i>Self</i>			<i>✓</i>		[REDACTED]
<i>SA GUN, JANEQUE L</i>	<i>CSC</i>			<i>✓</i>		[REDACTED]
<i>Christine Juenata</i>	<i>CSC</i>			<i>✓</i>		[REDACTED]
<i>Gang Huang Co</i>	<i>FICO in Guam</i>			<i>✓</i>		
<i>LILLIAN GUERRERO</i>	<i>CSC</i>			<i>✓</i>		[REDACTED]

1 out of 3



VICE SPEAKER
TINA ROSE MUÑA BARNES

Chair, Committee on Public Accountability, Human Resources, Guam Buildup
Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology
Guam Congress Building Public Hearing Room • Tuesday, April 12, 2022 at 2PM

Office of the Governor of Guam - **Board Appointment of Francisco T. Guerrero** - Member, Civil Service Commission.

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
Robert C. Taitano	CSC			✓		[REDACTED]
John Smith				✓		
✓ Frank Guerrero	appointee	✓	✓	✓		
ANTHONY BERNARDINO	CSC					
Roland Fejeran	CSC			✓		
✓ Juan L. Galvo	CSC	✓		✓		[REDACTED]
* Daniel Leon Cervantes						

2 out of 3



VICE SPEAKER
TINA ROSE MUÑA BARNES

Chair, Committee on Public Accountability, Human Resources, Guam Buildup
 Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology
 Guam Congress Building Public Hearing Room • Tuesday, April 12, 2022 at 2PM

Office of the Governor of Guam - **Board Appointment of Francisco T. Guerrero** - Member, Civil Service Commission.

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
James Diaz	CSC			✓		[REDACTED]
Jake Wood	Self			✓		

3 out of 3

April 11, 2022

Francisco (Frank) T. Guerrero

Testimonial Re: Civil Service Commission Board Member

Buenas yan Hafa Adai, Vice Speaker Tina Muna Barnes, Senators, and committee members.

I am Francisco (Frank) Taitano Guerrero and I appreciate the opportunity today to address this distinguished committee for my confirmation hearing as a board member of the Civil Service Commission of the Government of Guam.

I am a retired Special Forces Command Sergeant Major from the United States Army, also known as the Green Berets. After 30 years in the military, I transitioned to the tourism industry and worked for Lam Lam Tours & Transportation for 26 years as an Assistant General Manager, then as a Training and Development Director until retiring December 2021.

I was a Senior Enlisted NCO leader and advisor to various levels of command during my military career, including a 12-man Special Forces "A" detachment group that oversaw nearly 3,000 soldiers and their families. I played a key role in the 1983 UOG Senior ROTC, which resulted in the cadets being recognized as the very first International Warriors of the Pacific.

I managed and resolved employee grievances, conducted assessments, and was engaged in promotions, hiring, and terminations during my career with Lam Lam Tours and Transportation. Defensive driving, effective customer service, sexual harassment, team building, OSHA workplace safety, fire extinguisher safety, and fleet maintenance operations are just a few of the training I've conducted for the Guam and Saipan companies. I am a certified GVB Tour Guide and Paratransit Train the Trainer.

Working collaboratively with sister company Japan Travel Bureau (JTB), I assisted in the marketing of trademark tourism events for Japan Travel Bureau (JTB) customers, promoting local activities such as Japanese wedding services, village fiestas, New Year's fireworks at Two Lover's Point, Guam's annual Japanese Autumn festival, and tourism clean-up efforts. Working with students from Simon Sanchez High School in partnership with the University of Guam and Guam Community College's Hospitality & Tourism Management Program, I was involved in educational initiatives. In addition, I've been a member of the Guam Hotel and Restaurant Association (GHRA) as well as the Guam Chamber of Commerce. I underwent a training on Ethics in the Workplace and Team Building while a member of the Chamber.

April 11, 2022

Francisco (Frank) T. Guerrero

Testimonial Re: Civil Service Commission Board Member

Pg. 2

Since 1995, I've been a member of the Rotary Club of Guam, where I've served as past president and continue to be a member. Active in various signature projects during my rotary membership, including the Salvation Army Thanksgiving donations, and the ALEE children's shelter. My involvement in the Rotary's educational endeavors includes participation in the Scripps Regional Spelling Bee, school dictionary distributions, used book donations, and a student exchange program with a sister rotary club in Kariuzawa. To build reciprocal relations, I've visited sister rotary clubs in the Philippines, Singapore, and Japan.

My leadership characteristics, as well as my extensive military and work experience and memberships, I believe, will be beneficial to my role as a Civil Service Commission Board Member. I recognize that this position comes with a great deal of responsibility and a critical duty to undertake with integrity and impartiality. Some of the most important principles I've followed throughout my career, personal life and while serving my country. Although this will be my first direct affiliation with the Government of Guam, my career in the military and the private sector affords me an advantage of objectivity, and I am confident and prepared to serve if given the opportunity to uphold the Civil Service Commission's standards as a board member.

In closing, I want to thank Vice Speaker Tina Muna Barnes and committee members for inviting me to submit my testimony in consideration for a position on the Civil Service Commission's board. Un Dångkulu na si Yu'us ma'åse' Yan Si Yu'us Un Benadesi Todos Hamyu.

/s/ Francisco (Frank) Taitano Guerrero
Command Sergeant Major U.S. Army Retired

April 11, 2022

Buenas My name is Joseph Borja and better known as "Bill Borja". Retired from USAF since summer of 1989. Worked in the private sector after returning back home in early 1991. My work experiences were all in the private sector with concentration in the HR (Human Resources) career for over 20 years; certified at the SPHR (Sr. Professional in HR) level... Fully retired since December 2015. Here today to provide support to Mr. Frank T. Guerrero's nomination to be a board member of the Civil Service Commission.


I know Frank since the mid-1990s while I was with the Guam Employers Council. I conducted some training for Lam Lam Tours (LLT) then in which he was part of the upper management staff. Additionally, we were both "brothers-in-arm" as member of same Rotary Club then.

Mr. Guerrero spent most of his young adult life in the service to our great Country. Serving 30 years in US Army starting with 12-person unit Special Forces "A" Detachment then advancing to a Special Forces Group Command of approximately 3,000 soldiers & their families at the rank of Command Sergeant Major (E-9). During that tour, he completed the US Army Command Sergeant Major Academy courses and received an associate degree in General Management from El Paso (Tx) Community College. He was then subsequently assigned (12 years) to University of Guam US Army ROTC Unit as part of its training cadre... Shortly after retiring from a distinguished service, he joined LLT for the next 26 years - retiring just a few months ago. He was the Assistant General Manager & directly responsible in the management and resolutions of employee's personnel actions: from hiring/termination, performance evaluation, promotions, grievances, etc. Also involved with similar responsibilities with LLT sister company in Saipan. Additionally, he oversaw the Fleet Management Program that included 30 buses, 25 iconic LLT Red Trolleys, and numerous limos and vans.

Rounding off his professional life, add community service. Mr. Guerrero has been a very active Rotary Club of Guam (RCOG) - joining in 1995. The RCOG signature projects are with Alee Children Shelter & Kaurizawa Rotary Club (Japan), sister club, annual high school student exchange program. Mr. Guerrero became the RCOG president in 2005, term limit of one year. Additionally, he has been an active member of the Guam Chamber of Commerce and Guam Hotel & Restaurant Association.

Given the above background, i.e., professional experiences of Mr. Guerrero, I sincerely believe that he'll be a great contributing member of the Guam Civil Service Commission Board. Do confirm him.

Thank you for the opportunity to add my endorsement for his confirmation.

/s/ Joseph (Bill) Borja 



LOU A. LEON GUERRERO
Governor

JOSHUA TENORIO
Lieutenant Governor

CIVIL SERVICE COMMISSION
Kumision I Setbision Sibit
GOVERNMENT OF GUAM
I Gobietnon Guahan

P.O. Box 2950 • Hagåtña, Guam 96932
Tel: (671) 647-1855/1857 • Fax: (671) 647-1867
Website: csc.guam.gov



DANIEL D. LEON GUERRERO
Executive Director

Date: April 12, 2022

To: **Vice Speaker Tina Rose Muña Barnes**
Chairperson, Committee on Public Accountability, Human Resources, Guam Buildup,
Hagåtña Revitalization, Regional Affairs, Public Libraries, Telecommunications, and
Technology

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

Subject: **Testimony on the appointment of Mr. Francisco T. Guerrero for member of the
Guam Civil Service Commission Board**

Hafa Adai!

My Name is Daniel D. Leon Guerrero, Executive Director of Civil Service Commission. It's a privilege and honor to testify before the Committee on Public Accountability, Human Resources, Guam Buildup, Hagatna Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology, chaired by Vice Speaker Tina Rose Muna Barnes in support of Governor Lou A. Leon Guerrero's appointment of Francisco T. Guerrero to serve as a Member (Commissioner) of the Civil Service Commission Board to fill the term of Six (6) years; October 1, 2021 to September 30, 2027 to fill the seat of Emilia F. Rice, whose term has expired. Mr. Guerrero has an eminent career in the military and in Guam's tourist industry.

❖ Mr. Guerrero's background:

- Mr. Francisco T. Guerrero served (32) thirty-two years (1963 -1995) in the U.S.A. Army Special Forces Green Beret and specialized as a Special Forces Senior Sergeant and Command Sargent Major. He was awarded the Vietnam Bronze V Devise Award, Vietnam Service Medal, Sharp Shooter Marksman Expert, Combat Infantry Badge, Halo Jump Master Certified, Underwater Scuba and Pathfinder Qualified Special Forces Green Beret.

- Mr. Guerrero served (6) six years as an Assistant General Manager for Operations, Director of Training and Development for Lam Lam Tours & Transportation, and about (26) twenty- six years in the Guam tourist industry. He was awarded Paul Harris Fellow Recognition, Recognition of 26 years in the Tourism Industry by the Guam Visitors Bureau, GVB.
- Past President and member of the Rotary Club of Guam, International Rotary Singapore, Manila and Tokyo, Member of Guam Hotel & Restaurant Association, Guam Chamber of Commerce, Lifetime Member and Special Forces Decade.
- Mr. Guerrero earned an Associate's Degree in General Management at El Paso Texas Community College.

Mr. Guerrero's military and tourist industry experiences will bring exceptional perceptions to the Civil Service Commission Board. I therefore support the confirmation of Mr. Francisco T. Guerrero.

Un Dangkolo Na Si Yu'os Ma'ase



Daniel D. Leon Guerrero
Executive Director



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

I Mina'trentai Sais Na Liheslaturan Guåhan

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COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Public Accountability, Human Resources, Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology convened a public hearing on Tuesday, April 12, 2022, at 2:00 p.m. in the Public Hearing Room, Guam Congress Building.

On the agenda was the consideration of the appointment of Francisco T. Guerrero to serve as a Member, Civil Service Commission whose appointment history is as follows:

- Appointed by *I Maga'hågan Guahan* on February 23, 2022 for Six (6) Years, October 1, 2021 to September 30, 2027, to fill the seat of Emilia F. Rice whose term has expired;
- Appointment packet forwarded to *I Liheslatura* on March 2, 2022;
- Appointment packet forwarded to this Committee for public consideration on March 3, 2022.

Public Notice Requirements

Public Hearing notices were disseminated via e-mail to all senators and all main media broadcasting outlets on Tuesday, April 5, 2022 (5-Day Notice), and again on Friday, April 8, 2022 (48-Hour Notice).

Senators Present

Vice Speaker Tina Rose Muña Barnes	Chairperson
Senator Frank Blas, Jr.	Vice Chairperson – Guam Buildup and Telecommunications
Senator V. Anthony Ada	Committee Member
Senator Chris Duenas	Senator
Senator Telo Taitague	Senator
Senator Joanne Brown	Senator

Attendees Present

Francisco T. Guerrero, Appointee	John A. Smith, CSC
Daniel Leon Guerrero, Executive Director of CSC	Robert Taitano, CSC
Juan K. Calvo, Chairperson of CSC	Christine Quinata, CSC
Anthony Benavente, Vice Chairperson of CSC	Roland Fejarang, CSC
Priscilla Tuncap, CSC	Jake Woo, CSC
	Janeque L. Sagun, CSC
	James Diaz, CSC
	Lillian Guerrero, CSC

II. SUMMARY OF TESTIMONY & DISCUSSION

The public hearing was called-to-order at 2:26 PM.

Chairperson Tina Rose Muña Barnes: Buenas Yan Háfa Adai Todus Hamyo! This hearing by the Committee On Public Accountability, Human Resources, the Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, And Technology Is called To order...It is now 2:26 PM.

For the record and in accordance with 5 GCA, Chapter 8, Subsection 8107, public hearing notices were sent on Tuesday, April 5, 2022 adhering to the five (5) days notice, and a second public notice on Friday, April 8, 2022, forty-eight (48) hours prior.

In addition, this hearing was noticed on the legislature's website – www.guamlegislature.com. Written testimonies may be submitted by emailing senatormunabarnes@guamlegislature.org or you may hand deliver to our office at 163 Chalan Santo Papa, *Hagåtña*, Guam.

On the agenda, ladies and gentlemen, we have:

Confirmation Hearing on the Board Appointment of [Francisco T. Guerrero](#) to serve as Member, Civil Service Commission for a term length of Six (6) Years; October 1, 2021 to September 30, 2027, To fill the seat of Emilia F. Rice, whose term has expired.

Joining me here this afternoon are the Minority Leader, Senator Duenas on my right, uh, Senator Frank Blas, Jr., Senator Tony Ada, Senator Joanne Brown and Senator Taitague.

Thank you, uh, colleagues for joining me here this afternoon,

Before we proceed with the discussion, I would first like to provide some General Rules of Conduct for all who are in attendance. The conduct of this hearing shall be as follows:

1. The Chair will invite individuals who have signed up to testify.
2. Individuals testifying shall first be recognized by the Chair before speaking and shall state their name for record purposes.
3. The order of questioning will begin with the panel of Senators.
4. Each member will be allowed to pose a question to an individual testifying for a round, and will be provided another round, if needed.
5. Questions and testimony shall be confined to the substance or nature of the agenda. Personal inference as to the character or the motive of any Senator, or any individual testifying, is NOT permitted.

Any violations of this general rule of conduct will result in removal from the Meeting Room.

We will now open the floor to the first panel who have come to testify, when I recognize you, you may state your name for the record and begin your testimony.

Individuals' testifying shall first be recognized. The chair before speaking and shall state their full name for the record for record purposes, the order of questioning will begin with a panel of senators. Each member will be allowed to pose a question to an individual testifying for a round and will be provided another round

if needed questions and testimonies shall be confined to the substance or nature of the agenda, personal inference as to the character or the motive of any Senator or any individual testifying is not permitted.

Any violation of this general rule of conduct will result in removal from the meeting room. We will now open the floor to the first panel who have come to testify. When I recognize you, you may state your name for the record and begin your testimony.

I do have a couple of, uh, log-in sheets, Sign-in sheets here.

Uh, a lot of folks, Mr. Guerrero came to support your efforts. And we also have some folks that are here to testify. So before I give you an opportunity, I will go ahead and hear from those who wish to testify about your appointment this afternoon. I will go ahead and start. I hope with the chairman, Mr. Juan K. Calvo, please, please turn on the mic, Mr. Chair, *pot fabot* a little bit closer.

Juan K. Calvo, Chairman of the Civil Service Commission: Oh, there it is. Sorry. Okay. Um, my name is Juan K. Calvo, Chairman of the Civil Service Commission, Honorable Muña Barnes, Speaker of the 35th Guam Legislature, *I Mina 'trentai Singko na Liheslaturan Guahan*.

I'm here in support of Mr. Francisco B. Guerrero as a member of the Civil Service Commission, and before I present my, uh, testimony, I would like also to acknowledge all the, uh, senators here. Uh, and, uh, I want to thank you for giving us this opportunity to, uh, hear this and to provide testimony before you.

Madam Vice Speaker, *Buenas yan un dangkolo na si Yu'os ma'ase*. On February 23rd, 2022. Pursuant to the Organic Act of Guam and Guam laws *I Maga'hagan Guahan* Lourdes A. Leon Guerrero appointed Mr. Francisco T. Guerrero, to fill the Civil Service Commission board vacancies formerly occupied by Emelia F Rice whose term has expired.

Under 4 GCA, Guam Code Annotated, subsection 4401, the commission is required to have up to seven board members to carry out its duties or responsibility. Currently, the commission has five active board members who dedicate their time service and expertise to hear and adjudicate cases, administrative cases such as Adverse Action, Employers Grievance Appeal, Post Audit Investigation, Mini-hatch issues, which is the political activities, uh, Equal Employment Opportunity Act, also known as EEO, Employer Protection Act, Whistleblower and other administrative matter.

The appointment and acceptance of Francisco T. Guerrero as a board member will secure four affirmative votes, as required by law and furthermore minimize any disruption of scheduled hearing of cases held before the commission

Mr. Guerrero's deploying background in the military and private sectors will be an asset to the commission and its mission. His experience abilities or skills earned in the military service together with professional achievement and involvement in the private organization at the 2005 President and member of the Rotary Club, uh, international Rotary, Singapore, Manila, Japan, Chamber of Commerce, Guam Hotel, and Restaurant Association, et cetera, were significant factors in the managerial and human relations skill, which would ensure fair and appropriate perspective to issue that are accountable to hear review and analyze of facts relative to employment cases.

Employment cases are governed by federal and local statute, personal rules or regulation, policies and procedures as mandated under the merit system under the Organic Act of Guam. As a chairman of the Commission, I humbly ask this legislature to confirm Mr. Francisco T. Guerrero, as a member of the Civil

Service Commission board. And should you have any questions, I'll be more than happy to answer. *Un dangkolo na si yu'os ma'ase yan para hamyo todus.*

Chairman Tina Muña Barnes: *Buen Probechu* Mr. Chairman, Mr. Calvo. I'll go ahead and yield to the Saina Priscilla Tuncap. *Konsigi mo'na, pot fabot.*

Priscilla Tuncap, Commissioner of the Civil Service Commission: Testimony spoken in CHamoru, translation is as follows:

I just want to mention and let you all know because it's very important. It's just that with this Commission Madam Speaker, we are not meeting, and we're trying to fix the department's problems and concerns. Every time we come to work, it's not just one hour, sometimes two, three or even four hours at one time. The pay and the work do not balance/match. Instead of sitting at the commission for two or three hours, we are taking the work home because sometimes the paperwork that we need to read is this high/thick. It's not only this, but also post audits, there's motion hearings. We are following the orders of the court now on the procedures of the commission. Before we didn't have any problems, we only had to address the merit of the case. But, now there's post hearing audits, motion hearings. There are different ones that I can't say in Chamorro. So, please believe me cause it's true of what I'm saying. So can you approve to increase the pay, at least to pay for gas because it is so expensive. Thank you.

Chairperson Tina Muña Barnes - Buen Probechu Priscila Tuncap, Mr. Leon Guerrero.

Daniel Leon Guerrero, Executive Director of the Civil Service Commission:

Director Leon Guerrero reads from written testimony attached.

Chairperson Tina Rose Muña Barnes: *Buen Probechu* Mr. Director, Mr. Leon Guerrero. Before I give the floor to Mr. Francisco Guerrero to speak, I want to note for the record that we did get a written testimony from Mr. Joseph "Bill" Borja, who shares his support, Mr. Robert C Taitano, who who's here in support of, Mr. John Smith is support of, uh, Anthony Benavente in support of Roland Fejeran in support of. And we have, uh, Janeque Sagun in support of Christine Quinata, in support of, and of course his beautiful wife, Ms. Lillian in support of, and then I think this looks like a Jake, Jake, Los, or Oz. (Jake Woo) he, he's in support. Okay. So I just want to make sure that I know that for the record, that all these folks are outside, but in here to support Mr. Uh, Guerrero. So at this time I will ask, uh, Mr. Guerrero, please, you have the floor. *Si Yu'os Ma'ase, Konsigi Mo'na.*

Francisco Guerrero, Appointee: Okay. Thank you. Uh, Madam Vice Chairman, uh, Speaker, and, uh, it is very interesting and, uh, I'm really surprised and, uh, really appreciative of the, uh, comments that's been made by some of these people supporting my confirmation.

I, instead of taking your valuable time, let me just kind of, since we already got, uh, or heard a lot of people supporting, and that's great, but let me just say my part here and it's going to be just almost a minute. Because I know that you guys have listened to a lot of testimony that are written. I know that, and half the time we don't look at the person's face when he's talking to you all, but let me just read this one little area, the last part of my, what I wrote, and I hope that that would be sufficient enough where you can make your decision.

Yes, the leadership character that I have, as well as my, extensive military work experiences and memberships, I believe I will be beneficial to my role, to my role as a Civil Service Commission, a board member, I recognize that this position comes through a great deal of responsibility and critical duty to undertake with integrity and impartiality.

Some of the most important principle I followed throughout the, my career personal life and while serving my country. These are the things that I just talked about. And although this is my first direct affiliation with the government of Guam, my career in the military and private sector affords me an advantage of objectivity and I am confident and prepared to serve if given the opportunity to uphold the Civil Service Commission standard as a board member.

In closing, I want to thank vice speaker, Tina Muña Barnes. Ma'am. Thank you so much. And the committee members for inviting me to submit my testimony in consideration for the position on Civil Service Commission Board. *Un Dangkolo na si Yu'os Ma'ase yan si Yu'os fan un Benedisi.* Thank you so much for your opportunity of listening to me.

Chairperson Tina Rose Muña Barnes: Thank you Mr. Guerrero. At this time, I will open the floor to Minority Leader Senator Duenas for a comment or a question, please proceed.

Senator Chris Duenas: *Si Yu'os Ma'ase*, Madam chair, Mr. Guerrero, thank you for being here. You certainly have distinguished support on this panel, as well as a lobby full of people who have come to support you. And I think that's a real Testament to, um, who you are and what your character uh, has on display.

Um, certainly I can appreciate your extensive experience in particularly when it comes to, um, serving our country. I know that, uh, I have three family members who are currently serving. I know the sacrifice that that takes, but I also know that discipline that's involved. I guess they only have, um, maybe I'll make a short comment, but just wanted to kind of give you some of the experience that I've had with the, these distinguished members actually before us, with the exception of the, uh, the civil service director and, uh, my experience at civil service.

And just share with you, um, I know of course with your military background and, and that type of distinguished service that there's, it's very, very clear and regimented in terms of the chain of command, uh, disciplinary procedures and the like, um, without question, um, I just wondered if, if some of the members may have shared with you, uh, or if you just, or maybe just give you an enlightenment of maybe what to expect, sometimes when cases come before you, and that is the, um, the level of progressive discipline and other things that kind of are incorporated with how decisions are made. And how cases are evaluated. I just wanted to see if you could share some insight on your thoughts on, on deliberating, on those types of decisions that you'll be faced with.

Francisco Guerrero, Appointee: Thank you. I, uh, unfortunately I haven't had the opportunity to, to talk and interact with some of the members here and I wish I had, I, uh, I am, um, I'm just, I feel, so I am very capable of listening.

And with these folks, that's going to be working with me with you all in membership of the organization, with their information and my understanding of what they're trying to get to, uh, the message they're trying to get to me. Uh, I would be, uh, what do you call it? I think I, I am very confident that I'd be able to carry out my responsibility.

And I do thank you for asking those kinds of questions. And, um, uh, like I said, I am sorry. I, you know, I never had this, I haven't had the chance to, until just before we walk again, but it's, uh, I think this people that I talked to in the short period of time that I shared some ideas, so I'm very impressed with their thinking and thoughts, and I think we can do it at night.

I'm hoping that given the chance that I will be, uh, uh, an assistance instead of an obstacle.

Senator Chris Duenas: Sure. And I thank you for accepting the governors, um, nomination. It is, uh, it is a difficult task and it, and really in, in, in, in does as, as, as mentioned by Tan Priscilla that it really takes, um, you know, it, it really is very involved.

And so I commend you. I think you're going to bring a great deal of. I just wanted to take this opportunity to express to you that when management comes before you, I, when a grievance comes before you and other decisions that you're going to be presiding over, um, you know, that's, it's going to be quite different. um, then, then, then the normal course of, of, of, you know, uh, back and forth. But that's why I'm saying, I think you're going to bring a great deal of balance with your, with, with your history and with your service.

Um, and then I'm, I'm, I'm proud that this board is going to, I believe, have the services of a gentleman like you, uh, that has that experience because that, that is what you're going to face a lot of times is how management has managed to, um, you know, deal with, uh, disciplinary issues and other issues with the organization.

And also how the structure is set up to respond, uh, to an employee and their presentation and their representation and a final disposition. Um, you know, some of these cases may become before you more than once. So you'll have a good view of what's going on, but, uh, I, for one, having looked through your record and have seen your distinguished career, um, I feel confident, uh, supporting you Mr. Guerrero. So thank you for accepting the call to service.

Chairperson Tina Rose Muña Barnes: Thank you. Minority leader. Senator Frank Blas you are recognized.

Senator Frank Blas: Thank you. Madam Vice Speaker, Mr. Guerrero, and, uh, through the panel. They're very distinguished. Thank you very much for, for being here. Um, I'm very impressed and, and quite honestly, um, that's not an accolade that I give to very many people.

And one of the things that I've found very impressive Command Sgt. Major is, not just your professional career, but also your, your community service. Um, you have you provide to this board also a well-rounded, you know, understanding, not just of what maybe concerns in the bit in the private sector or the business sector, but also in the community. And I see that as a great value, um, for you also, um, I've known the people sitting around you for, for, for many years, I've known you, Mr. Although we've very rarely, we spoke, I know of you from, from, from, from many different places. And, um, I'm thank you for, for, for stepping up and accepting the challenge.

I do have one question.

Francisco Guerrero, Appointee: I'm sorry.

Senator Frank Blas: I do have one question though. Are you ready for this?

Francisco Guerrero, Appointee: Yes. Okay.

Senator Blas: That's the question. Are you that's? That was my question. Are you ready for this? Because, um, you you're stepping into you know, an awesome responsibility. This is basically this, this position helps

to basically determine, you know, whether or not, you know, the, the, the feat of an employee or the feat of an agency based on the actions they've taken on an employee. That's a huge responsibility, you know? Um, and, um, like again, like I said, very rarely do I do, provide the accolades that I'm going to present, to provide to you in that very impressive. Um, uh, in this. And, uh, thank you for stepping up here. You answered my one question. That's all I needed so that you've got my vote. Okay.

Francisco Guerrero, Appointee: Thank you, sir.

Senator Frank Blas: Thank you, sir. Thank you, madam chair.

Chairperson Tina Muña Barnes: You're very welcome. Uh, Senator Blas. Senator Tony Ada, you're recognized at this time.

Senator Tony Ada: Uh, thank you, Madam Vice Speaker, Mr. Guerrero, thank you for answering the call of the governor to step up and. Serve our community. Thank you also for your service to our country, both in war and peace.

And I think that's what sets you apart from, um, perhaps the other board members is that you have, that you have that quality of being fair and just being a Command Sergeant Major of brigade, battalion, and also in the private sector as a manager in the tourism industry. So you have that balance. And I think that being on the commission, that's what you need to move forward is what is right and just for the employee, but most especially what is right, and just for the government of Guam and to bring that balance to the commission, along with your other members, then you'll be able to show your side of what it takes to be now a commissioner aside from a Command Sgt. Major and a manager.

Right. So I thank you for accepting the call and would your confirmation here and now, uh, fill the board completely, or is there other vacancies that are on the board?

Francisco Guerrero, Appointee: I'm sorry, can you, can you just repeat the few words that you have?

Senator Tony Ada: Will your confirmation fill the, the vacancy of any... Madam Chair is there any other vacancies on the board?

Chairperson Tina Muña Barnes: Mr. Chair? Is there one more vacancy?

Senator Tony Ada: so there be one more vacancy. So, so with his confirmation, you'll be able to make quorum or you're still able to make quorum?

So you'll be getting, I think Mr. Guerrero, you'll be able to get up earlier again, like what you did in your army times and study of the packets before you go to work. Um, I don't have no questions. I just thank you for your service to, you know, our country. Thank you for your service to the community. And now thank you for your service to our government.

They look forward to working together with you and hopefully that, uh, if you have any questions of us, please, don't, don't hesitate to ask. You can call on us and hopefully we'll be able to help answer it. But thank you. Thank you, Madam chair for this opportunity.

Chairperson Tina Muña Barnes: Thank you, sir. Thank you, Senator Senator Telo Taitague you're recognized..

Senator Telo Taitague: Si Yu'os Ma'ãse' Madam chair, first and foremost, Mr. Guerrero, thank you so much for serving your country. And I, you know, I'm, my dad is retired, he as well, and, uh, it just, it, it just brings a lot of, uh, good feelings inside, you know, especially to go through what you've had to go through.

And it also gave you discipline. And I think the military, my father, even though I wasn't in it, I felt like I was when my father would always say, get up early in the morning to make our beds. There's definitely discipline when it comes to being in the military. And then you're also your background being in Lamlam Tours, you know, it's a very distinguished and reputable company here on the island and very strict and very disciplined as well type of company.

So I have no doubt that you have a lot of discipline in your life and, um, you know, everyone is thanking you for serving this, um, this position at civil service. My question to you is why do you want to serve at the Civil Service Commission?

Francisco Guerrero, Appointee: Uh, I'm sorry, but can you just...

Senator Telo Taitague: Why do you want to serve in this capacity?

Francisco Guerrero, Appointee: Why do I want to serve?

Senator Telo Taitague: ... at the Civil Service Commission.

Francisco Guerrero, Appointee: I have always been that kind of person who wants to reach out to, to whoever needs help, if you feel that, uh, our commission here needs to kind of experience that I have, I'm more than happy to extend myself to do service, uh, for our community and so, I am ready to serve again, I served 30 years defending this, uh, institution, this system that we have, and now, I'm ready to give you another 30 years if I could to serve this island. And, uh, is that the kind of answer you kind of waiting for? Or is it

Senator Telo Taitague: no, you can move it in front of you, the microphone in front of you a little bit more. I know this mask is very difficult to, and, uh, I can't read lips.

So, uh, so in other words, you want to serve in this capacity just because you want to serve and you said serve and help people. That's what you said, right?

Francisco Guerrero, Appointee: The service is so this community primarily, and of course, Uh, consist of many, many, many, uh, different kinds of people with different thoughts and different views about life and all that. But that that difference doesn't make any difference to me in serving because they're just as, uh, deserving, uh, the very best that I can do to, to make their life a little bit better if that's what it is that I need to do.

Senator Telo Taitague: well along with serving Mr. Guerrero, I think, um, what's truly important too, is to look at your surroundings and where you're serving at the Civil Service Commission itself, and those who are serving, serving alongside you.

Yeah. So would you have any issues if you saw something unethical or a conflict of interest? For an example, if there's a member, another Civil Service Commission member sitting on the board, who's

actually listening to a case of a prior employment they were at, um, or anything that has to do that could provide a conflict of interest. Are you willing to step up and call that out?

Francisco Guerrero, Appointee: That's my responsibility. That is definitely what is expected of me. And that's what I'm going to do.

Senator Telo Taitague: And are you, um, have you had any ethical courses taken? Have you taken any ethics courses?

Francisco Guerrero, Appointee: No, but I've seen a lot of real life experience that tells you which, uh, which of the ethics area you need to be on. There's a lot of people that are very unethical regardless of how they look and what they do.

Senator Telo Taitague: Well, I think you'll have your opportunity because I think that's one of the requirements sitting on on this commission is that you take an ethics course that that's provided to you.

Francisco Guerrero: So then I would take that into consideration and if elected, I will certainly do my part in. Getting something that will enhance my knowledge and, uh, hopefully the performance of my job.

Senator Telo Taitague: And I think just as important as ethics, you know, to follow the rules, it's morals that I'm really concerned about, especially in this position that you're going to be sitting in, taking on. If you, if you're a nomination passes, there are a lot of things that, that, I mean, this particular position deals with individuals that can change their life. And if anything, it also can, you know, bring justice to those who have broken the law or the rules. And a lot of times that comes with funding, you know, when, when somebody walks away from the civil service commission and they're awarded a certain amount of money, but there was something not right there. I, I just hope you do speak your mind. And that you're not a yes man, to anybody, but to your morals and to your ethics. And I think being in the military this long and, and receiving some of these awards, I don't think you got there being a yes, man. I think you got there because you have morals and ethics.

This is a very important board to sit on, very important. So I hope you don't turn a blind eye at all because many of us are watching what the civil service is doing and we'll speak up. So I wish you the very best in, in this endeavor that you're taking and appreciate you, actually, you and your family for allowing you to take this position, because it's not just you, your, your family needs to be there to support you as well.

And I like to thank them for giving you the support. You need to do this job and to do one that provides justice to our people. Thank you.

Francisco Guerrero, Appointee: Thank you.

Chairperson Tina Muña Barnes: Thank you, Senator. Senator Brown. You are recognized.

Senator Joanne Brown: Thank you very much. Madam chair, certainly good afternoon to you, Mr. Guerrero, certainly echo my colleagues, uh, comments with regards to your credentials. Uh, it's very impressive. Um, I also am the child of a military retiree combat veteran in Vietnam and of your generation. And I think a lot of the values that I have and the expectations I have of my own performance have been based on how I was raised, even though I myself like Senator Taitague, we did not serve in the military.

I have very mixed feelings. So with regards to Guam Civil Service Commission, I don't hold it in the highest of regard cause I've been at the other end and management, uh, presenting cases before the civil service commission. And unfortunately, in some cases, the civil service commission didn't follow the law.

Uh, that affected cases that we had at an agency that I was the general manager of, and government of Guam is very political. It continues to be political. And I don't hold this whole idea of the merit system in high regard because I've seen abuse of it. And I see my abuse of the commission. I've seen commission members sit in meetings that have ethical conflicts and relationships with either the employee that's being brought forth or family members of the employee and they themselves, during those hearings, never disclose that information, which is improper.

So, you know, from my perspective, now being back as a lawmaker, I look at legislation on how do you shine the light on government operations? Because I've seen abuse of government and to accomplish what you have in your life. You have to work hard, you have to put in that effort. Um, you don't always have to do that in the government of Guam.

Some people kiss up to get the positions of. And they don't perform the work and they abuse the opportunities that they are given and I'm being as direct as I can. Cause I don't know any other way to be. It's that kind of misuse of public resources. To me, that's very disturbing. I've not made a habit in my life of having to kiss up.

That's why I've worked very hard academically. The work that I do, I feel I'm a very responsible individual. I have an expectation that public servants that serve in the government also do the same. That's not the standard in the government of Guam. Unfortunately we encourage mediocrity. We don't always hold people responsible for misusing and abusing public resource.

And that to me is very bothersome. Uh, we can talk about all this as if it's very nice, but it isn't the reality. Once you peel it back, once you peel back, the onion is not that, uh, the civil service commission has gone from one end of the pendulum of being very. You know, I guess a very stronghold with regards to holding employees accountable in their performance to the other end of being extensively compassionate, that they, they look at the employee in terms of the individual, rather than their, their role and what they did or what they didn't do properly.

You know, I thought all I have to do if I ever got in trouble is to make sure I cry a few tears, tell the commission members that I have a family to support, and hopefully they're going to let me go. But when that represents millions of dollars of public money that is being paid back or abused a public taxpayer money, I have a problem with that and I have no problem holding people accountable for their performance, but the government doesn't run that way.

So I'm very curious from your perspective, knowing that you yourself to accomplish all that you have in your life requires discipline requires responsibility requires an awful lot of hard work, and I'm sure that's a standard. Not necessarily anybody imposes on you that has to come from you as the individual.

That's how you succeed. So, how do you, how are you going to contribute to that process with regards to your role on the commission, as you view cases that come before you, because even to get there before a case even gets us civil service commission, that's assuming it even gets through the internal politics of the department or agency that it came from.

How, how do you, how are you going to look and making decisions because some of your colleagues are very, um, I wouldn't say they don't look at things the same way, and if I'm going to believe that phone calls aren't made and influences don't happen, I don't believe that I spent many years. You know, I was born on Guam.

I've lived here most of my life, and I've been in government for 33 going on 34 years. So I'd like to think everything's on the up and up, but most of the time it's not. And I'm disturbed. I read an article in the Pacific Times recently, uh, that alleges that, uh, the legal counsel for the Civil Service Commission had communicated with one of the board members during the meeting privately whispery, when public meetings required.

Public discussion and open discussion, especially if it involves a case or a legal advice that's being provided at these type of meetings, unless it's something so sensitive that, you know, it goes under the, it's not part of the open government act, but I know I'm saying a lot, but I think you understand my point of exactly what I'm getting to.

Uh, what are your views and how do you think you're going to contribute to that? Or how should we have confidence that how you make your decisions is going to be on that standard to protect the public interest? Because to me that is more important than the government and more important than the individual employee.

Francisco Guerrero, Appointee: No, you're asking me this question, but my take on what you just said?

Senator Joanne Brown: Yes or your take on what I just said. Yes, definitely.

Francisco Guerrero, Appointee: Well, you know, uh, I think I understand that in any organization there's rules and regulations that needs to be adhered to, and I understand, also that we're all human beings. We make mistakes.

And so you have to take the balance and kind of balance what you don't want to current compromise the integrity of the organization that you're working for. And so you just, I feel that whatever the problem is, that's being brought to us. We need to all look at it, objectively, discuss this kind of problem amongst our members of the commission, and hopefully come to an agreement as to how to best, uh, take care or address this problem.

And I'm not sure if I missed the target here.

Senator Joanne Brown: Well, with regards to decisions that are made, I mean, obviously if an employee has come before the commission, uh, something has transpired, decisions were made by management. For example, if it's a suspension or termination of an employee. So there's a process under which obviously that individual or individuals come before you in the.

Um, how do you look at that? Because you're really second guessing the decision of management that is making a decision, I'm sure. In your career, obviously you've been in a decision-making position overseeing personnel, uh, and obviously you've also had the responsibility of making sure a mission is accomplished.

We're all there for a reason. We're not there to take up space and gossip all day and braid each other's hair. We have a job to do. And so if that is not being properly addressed by an employee, uh, what is it? Because

right now, to me, I don't think we send out that message of responsibility. We let a lot of stuff slide in this government.

We really do. And we think we're being caring and compassionate, but sometimes we're doing more damage to the job and the mission that we're supposed to, to represent.

Francisco Guerrero, Appointee: Well, you knew, I, I truly believe that if there's a problem, we need to address it no matter what, and whether or not we like to talk about it or not, we have to kind of force ourselves to address what is being brought to our attention and address that, uh, in all fairness to the individual concern. And I think that's the important part of, uh, the process here is that number one, you have to be timely in doing this because there are rules and regulations that determine the action and what kind of a suspense date that you need to do to me.

And that's not fair if you start breaking the rules and it's not fair, not only to the individual person involved, but to the government that you're working for. And so, uh, those kinds of stuff, man, is, are important. You have to address, you have to work with the people that you're working with with open heart and good understanding of your surrounding and the environment that we're faced.

That, that were. The situation of the people that you're going to be dealing with with regards to whatever complaint or whatever it is that we're dealing. And you have to be fair. And unfortunately, fairness, sometimes does not end with in favor of the, uh, person who's, uh, the subject, but, uh, hopefully fairness is going to prevail regardless of who benefits.

Senator Joanne Brown: And I know Senator Telo had asked you because there's always influence. I'd like to believe commission members aren't engaged with, but that's not the case. I think if we keep going the way we are with government, eventually there's going to be so many eyes and ears out there. That's going to be very hard in the future for public officials to hide.

Uh, quite simply because I think the more light we shed on the government, the harder it is for these types of things to happen, uh, with regards to your own personal philosophies, you make decisions. What primarily are you looking to represent in your role, in sitting in the commission. What do you believe you're bringing to the commission?

Francisco Guerrero, Appointee: What am I, what?

Senator Joanne Brown: what do you believe you're bringing to the commission by your, your, your involvement or your presence? What is your, what asset are you bringing that you think is going to be a benefit to the public?

Francisco Guerrero: What am I bringing to, uh, with me that will benefit the commission here?

Senator Joanne Brown No, the public. The Commission to me is not the priority.

I, I, my, my concern and what I, what I think has been overlooked too often is really the, the role when we're in we're, we're in a respect because you've never worked for the government, I assume never been an employee of the government. Have you? So you've never, probably really had, do you have any gauge of the political firemen?

So the times that, uh, exist in the work environment? Yeah. I mean, that's, I'm not saying that as a bad thing, that may be a very, very good thing that you're not influenced by that or not experiencing still missing your point, b

Francisco Guerrero but here's what I'm going to say. Whatever the responsibility that's given to me, I will do those, carry out those responsibilities to the best of my ability.

It doesn't mean that I'm going to be kind of little bit, uh, open for consideration for certain people and not others. And we're always going to, we're always going to be faced with problems and these are the people that's going to help me, uh, help, uh, the people that are actually involved in coming out with the solution to the problem and not be narrow-minded and think you got all the answers in the world. Because it involves whatever the result of your action is going to affect people. And, uh, and, and, and that's what I'm trying to say here, regardless of what the problem is. Firstly, if there's a problem, internal problem, we have to fix that. And if we need help, we have to reach out to the source of the help that we can so that we can carry out this commission the way it should be.

Now we need to kind of just, uh, I don't believe in “*pari system*”, I don't, because that's what the military teaches with that that there's no favoritism in what we do. We have to just do what we need to do to carry out and accomplish the mission. And so that's my priority and, and, and not knowing all the details of the commission, I can say that we have responsibility to be very mindful and be knowledgeable, about what the rules and regulations are for us to carry out our duties and we have to be, and you have to be fair. And I think that you have to do that involve or effects human beings, employees, families, the community.

And so we have to be smart enough and make sure that we do not create any kind of problem internally so that it will affect, uh, uh, the people that you're actually serving. And so if I miss the boat here, I'm so sorry.

Joanne Brown I think what I'm trying to ask Mr. Guerrero, it's not, to me, what's external to you. I want to know what your convictions are and what your principle is.

What are your principles? What is your conviction in serving in this role? Because this is a little different. I mean, this actually involves determining or review, uh, management decisions or employee decisions made with regards to, uh, work in the government of Guam and whether or not these individuals, because what I've seen too often is we're looking more so at the individual than we do the mission, and it's at the expense of the mission because we, we settle. I mean, it's not be uncaring or not being compassionate for individuals, but I also think individuals need to be held responsible when they've taken irresponsible, unethical, or illegal actions in this government that harm our community, especially when they're paid to do it.

That's very bothersome to me. And a lot of the people in the community, it's a joke. Esta, they're going to go to the commission and they're going to promote them and give them a raise. And a lot of people feel that way. They don't, they don't have a lot of faith as I don't, in some cases with the commission and some of us that have sat as department directors, who've had to deal with the commission because I don't walk in with a lot of confidence.

And so I want to know from your personal perspective, I don't doubt you're able, you know, with your background and your skill set to work with others, but what is your conviction? What, why, why do you think you're going to. Beneficial to serving in this role, because right now you're working for now, you know, walking into a commission that a lot of people aren't very impressed with, even though you have extensively impressive credentials,

Francisco Guerrero, Appointee: uh, you know, once again, I think I'm a true believer in carrying out your responsibility, whether it's going to affect some people we've got to have, of course, we all have to show some compassion to an extent, but I think the overall objective is to, to continue to do our work within the established rules and regulations. Then that's a law of Guam. Now, if you're saying that we're, do I have to be compassionate? Yes. I have to be compassionate as well to problems in individual problems.

We cannot move away from that. That's just the nature of things. We are all human beings. We have feelings. We have love, we have hate and all that. And hopefully that as we go along in our journey here, that we're not going to be stirring up hate amongst ourselves, but, uh, I think, um, and going into space here.

And so I, I really believe that, uh, the important thing is that a person who is actually given a responsibility has to really understand what their responsibility are and try to, to perform their given tasks within that rules and regulation, you have to understand that you're human being as well.

There's going to be a lot of people that may be in a position where things they can't help, the situation that they're in. And we cannot be just so hard. And, and, uh, and in dealing with this kind of, uh, issues, that actually may have hurt the individual family. So we have to be, I guess what I'm saying is, uh, know your mission, know your rules that govern your boundaries, the extent of your responsibility left or right. You don't want to cause any problem by overextending yourself to somebody's duties and responsibility.

So within the parameter that's given to you, do all you can, be a good employee, have some heart because you are dealing with people and always, always, uh, take a look at the evidence and information that you have before, uh, before making any kind of judgment.

Senator Joanne Brown: no, I, I, you know, I won't belabor further Mr. Guerrero. I mean, I I'm sure, even in the private sector and running an operation, you have an expectation that employees perform their, I assume you have always had an expectation, even working in the private sector, that employees perform their duties.

And that's an expectation, certainly I don't think should be, uh, any different for the government of Guam. I think public servants have a greater responsibility to do so. Um, and I'm just relaying that because that's the reality of how I see it. Like I said, I don't hold the commission to a high esteem. I really don't.

I've seen enough cases and circumstances that really make me question the credibility of some of the members that sit and have sat on the commission with how decisions have been made because it's, it's been politically influenced and that's bothersome to me. I would hope that individuals, I mean, I've gone to commission meetings where a commission members actually had a written response already before cases even been represented or argued and sat through it and read their written statement that I don't even know if they wrote it because their ability to articulate it on their own doesn't match up to the written statement.

I've seen those type of abuses and I've seen other commission members just sit there and let it happen without question. And that's bothersome to me, particularly when we have responsibility to serve the public. Individuals are all important, but the collective mission to me is even more important. That's why we're supposed to be serving the public. And I hate abuse of that. I detest it and I've seen it happen so many times, as long as you're politically connected on it, we let it slide.

And I just don't think that's right. I think everyone, you know, if they're being paid by the public dollar, they have the responsibility to perform their work and perform it responsibly. So I certainly hope you keep

that in mind because we sometimes lose sight of our bigger duties and our responsibilities as to why we all sit in these chairs and positions that we have. So with that, I wish you, well, I look forward to seeing how you, how you do with the commission, with regards to decisions that are made moving forward.

Thank you much. Appreciate it. Thank you very much madam chair.

Chairperson Tina Rose Muña Barnes: Yes, you're very welcome. Uh, Senator Brown, uh, before we close, uh, I'd like to close, thank you Uh, Mr. Guerrero. Truly stepping up to the plate and, um, being a part of the membership for the Civil Service Commission. Um, I want to thank the governor's office for sending your, uh, appointment down, uh, to our, um, office and getting the referral out, uh, in a timely matter.

I, want, also want to take the time to thank, uh, all the support that you received today, those out there most importantly, uh, I know, um, disclose for the record, I know you're probably closely related to my husband, but I would share that I know your better half, uh, for many, many decades and, I always say behind every successful man, there's a wonderful, great supportive wife.

And in this case, truly, she's been in the government for a very long time and has been a very good writer. Uh, I've worked with her on several, uh, community projects and I want to thank her also for our work. I also want to say. As I look at your resume and I see all your, uh, your, your, your medals, your, the honor that you've received, uh, the, the, um, support of over 3000 soldiers out there and in front and being a part of the Green Beret, more importantly, the nonprofit organizations that you've been a part of from the Rotary Club of Guam, to the chamber, to the nonprofits, the projects that you worked with, the management studies, that you've been the Defense Language Institute, just, um, being a part of the Green Beret I think was what impressed me the most. Right?

You would think that something, uh, this kind of work that's very voluminous in nature and as far as reading like Director Tuncap spoke about the time that, that you will probably have to spend working with the agency, uh, first one to say, thank you to your wife for giving you the opportunity to serve in the government and, and to do this because it's basically doing it for free. I always say thank you for stepping up to the plate for volunteering because it's called labor of love.

And, um something that also caught my eye that you've been over two and a half decades. You been with the Rotary Club of Guam, uh, for over two and a half decades. and you know, when you look at the model, right, is it the truth? Is it fair to all concerned? Will it build Goodwill and better friendship? Will it be beneficial to all concern as I look at that, that model and I look at what you've represented for almost three decades, I want to say those, those are things that I can take to heart and truly appreciate.

You talked about impartiality. You talked about your integrity. You talked about the work that you've done, both in private sector and in the government military service, and you know, this is a new arena, but you're willing to step up to the plate. I want to say, I'm going to give you my vote. I will, I will ask that the, our committees expeditiously report this out because I think that civil service commission could use of perspective from the outside looking in and give a fair judgment to the cases and to the information provided to the body as, as a collective, uh, board of directors coming together with this civil service commission.

So I'm, I'm really grateful and appreciative that you will take the time to do this. And that's why I'm going to say un dāngkolo na si Yu'os ma'āse'. And, uh, I'm going to give you a lot of the blessings that that's going to be needed to do the, a lot of the hard work.

So with that being said, um, si Yu'os Ma'åse todus hamyo. If there's no one left to testify, I will note for the record that Mr. Diaz said he is here to support, but didn't want to present oral testimony. And that name was Jake Woo, who came by himself and said he also wants to share his support. So we'll note that for the record. So, um, if there's no one else left to testify the confirmation and hearing on the board appointment of Mr. Francisco T Guerrero to serve as a member of the civil service commission for a term length, six years of October 1st, 2021 to September 30th, 2027, to fill the seats of Emilia F. Rice whose term has expired. This, uh, confirmation has been duly and publicly heard, uh, individuals who wish to submit testimony can send it via email at senatormunabarnes@guamlegislature.org or sent or hand delivered to 163 Chalan Santo Papa, Hagåtña, Guam 96910. So this, uh, board appointment is duly and regularly heard. We're going to go ahead and recess at this time and adjourn at 3:24 PM.

So, Happy Easter.

The Hearing was adjourned at 3:24 PM

II. FINDINGS AND RECOMMENDATIONS

The Committee on Public Accountability, Human Resources, Guam Buildup, *Hagåtña* Revitalization, Regional Affairs, Public Libraries, Telecommunications, and Technology hereby reports on the appointment of Francisco T. Guerrero to serve as a member of the Civil Service Commission, with the recommendation **TO DO CONFIRM** .



Office of the Vice Speaker

TINA ROSE MUÑA BARNES

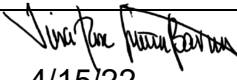
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COMMITTEE VOTING SHEET

Nomination of Francisco T. Guerrero to serve as Member of the Civil Service Commission; term length of six (6) years; October 1, 2021 to September 30, 2027 – to fill the seat of Emilia F. Rice, whose term has expired.

	SIGNATURE	TO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
TINA ROSE MUÑA BARNES Vice Speaker Chairperson	 4/15/22	✓				
AMANDA L. SHELTON Legislative Secretary Vice Chairperson						
FRANK BLAS Jr. Minority Whip Vice Chairperson – Guam Buildup and Telecommunications	e-vote 4/18/22	✓				
MARY CAMACHO TORRES Vice Chairperson – Regional Affairs and Public Accountability						
THERESE M. TERLAJE Speaker Member						
TELENA CRUZ NELSON Member						
JOE S. SAN AGUSTIN Member	e-vote 4/18/22	✓				
CLYNTON E. RIDGELL Member						
JOSE T. TERLAJE Member	e-vote 4/18/22	✓				
JAMES C. MOYLAN Member	e-vote 4/15/22			✓		
VICENTE “TONY” ADA Member	e-vote 4/18/22	✓				



Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Request for E-Vote on Appointment of Francisco T. Guerrero

8 messages

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org> Fri, Apr 15, 2022 at 3:09 PM
To: "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, Mary Camacho Torres <senatormary@guamlegislature.org>, "Frank F. Blas Jr." <office@senatorfrankblas.com>, "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>, Telen Cruz Nelson <senatorcnelson@guamlegislature.org>, "Senator Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Clynt Ridgell <clyntridgell@guamlegislature.org>, "Senator V. Anthony Ada" <senatorvanthoniyada@gmail.com>, Sabina Flores Perez <office@senatorperez.org>, Office of Senator Moylan Guam Legislature <officeofsenatormoylan@guamlegislature.org>

Buenas yan Hafa Adai Committee Members,

Transmitted herewith for your consideration is the Committee Report on the appointment of Francisco T. Guerrero to serve as Member, Civil Service Commission.

Please indicate your preferred action, based on the following options.

- To Do Confirm;
- To Not Confirm;
- To Report Out Only;
- To Abstain; or
- To Place in Inactive File.

Please submit your response **As Soon As Possible**. Your response will be logged into the Committee Vote Sheet for the Appointment of Francisco T. Guerrero.

Thank you

 **Committee Report - Francisco T. Guerrero.pdf**
5588K

Office of Senator Moylan Guam Legislature <officeofsenatormoylan@guamlegislature.org>
To: Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Fri, Apr 15, 2022 at 3:33 PM

To report out only.

SYM.

[Quoted text hidden]

Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
To: Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>

Mon, Apr 18, 2022 at 8:34 AM

[Quoted text hidden]

 **Committee Report - Francisco T. Guerrero.pdf**
5588K

Senator Pedro Terlaje <senatorpedo@senatorjpterlaje.com>
To: Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Mon, Apr 18, 2022 at 8:40 AM

To do confirm.
[Quoted text hidden]
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The Office of Senator Jose "Pedo" Terlaje
Committee on Public Safety, Emergency Response,
Military and Veterans Affairs, Mayors' Council, and Public Transit

36th Guam Legislature
I Mina'trentai Sais na Liheslaturan Guåhan

777 Route 4, MVP Center - Units 101/ 102, Sinajana, GU 96910
Tel: (671) 989-5301/ 3218
Email: senatorpedo@senatorjpterlaje.com

Office of Senator Frank Blas, Jr. <office@senatorfrankblas.com> Mon, Apr 18, 2022 at 8:51 AM
To: Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
Cc: "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, Mary Camacho Torres <senatormary@guamlegislature.org>, "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>, Telena Cruz Nelson <senatorcnelson@guamlegislature.org>, "Senator Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Clynt Ridgell <clyntridgell@guamlegislature.org>, "Senator V. Anthony Ada" <senatorvanthonyada@gmail.com>, Sabina Flores Perez <office@senatorperez.org>, Office of Senator Moylan Guam Legislature <officeofsenatormoylan@guamlegislature.org>

To Do Confirm
[Quoted text hidden]

Senator V. Anthony Ada <senatorvanthonyada@gmail.com> Mon, Apr 18, 2022 at 8:55 AM
To: Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>
Cc: "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, Mary Camacho Torres <senatormary@guamlegislature.org>, "Frank F. Blas Jr." <office@senatorfrankblas.com>, "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>, Telena Cruz Nelson <senatorcnelson@guamlegislature.org>, "Senator Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Clynt Ridgell <clyntridgell@guamlegislature.org>, Sabina Flores Perez <office@senatorperez.org>, Office of Senator Moylan Guam Legislature <officeofsenatormoylan@guamlegislature.org>

To Do Confirm

On Fri, Apr 15, 2022 at 3:09 PM Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org> wrote:
[Quoted text hidden]

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Office of Senator V. Anthony Ada

36th Guam Legislature
I Mina'trentai Sais Na Liheslaturan Guåhan
204 Hesler Place, Ada Plaza Center, Suite 202 & Suite 203
Hagatna, Guam 96910
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Email: senatorvanthonyada@gmail.com

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Gumai pribilehu yan konfedensia este siha na mensáhi. Solo espesiátmente para hágu ma entensioña pat ma aturisa para unrisibi. Sen prubidu kumu ti un ma aturisa para manribisa, na'setbe, pat mandespátcha. Yanggen lachi rinisibu-mu nu este na mensáhi , put fabot ago' guatu gi I numa'huyong gi as senatorvanthonyada@gmail.com yan despues destrosa todú siha I kopian mensáhi. Si Yu'os ma'áse'.

Joe S. San Agustin <senatorjoessanagustin@gmail.com>

Mon, Apr 18, 2022 at 2:12 PM

To: Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Cc: "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, Mary Camacho Torres <senatormary@guamlegislature.org>, "Frank F. Blas Jr." <office@senatorfrankblas.com>, "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>, Telen Cruz Nelson <senatorcnelson@guamlegislature.org>, Clynt Ridgell <clyntridgell@guamlegislature.org>, "Senator V. Anthony Ada" <senatorvanthonyada@gmail.com>, Sabina Flores Perez <office@senatorperez.org>, Office of Senator Moylan Guam Legislature <officeofsenatormoylan@guamlegislature.org>

To Do Confirm

The Office of Senator Joe S. San Agustin

Committee on General Government Operations, Appropriations & Housing

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36th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

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