

I Mina'trentai Siette Na Liheslaturan Gu òhan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	DATE REFERRED	COMMITTEE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	SESSION DATE	DATE CONFIRMED	NOTES
37GL-24-2084	Rose Marie Ayuyu Morales	Member	Civil Service Commission	5/10/24	Six (6) Years: April 25, 2019 to April 24, 2025 To fill the unexpired seat of Priscilla T. Tuncap	5/22/24	Committee on General Government Operations and Appropriations	6/11/24 9:00 a.m.	6/13/24 11:11 a.m.			



SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 12, 2024

The Honorable Therese M. Terlaje

Speaker

I Mina'trentai Siette na Liheslaturan Guåhan

Guam Congress Building

163 Chalan Santo Papa

Hagåtña, Guam 96910

VIA: The Honorable Chris Barnett *DUB*
Chairperson, Committee on Rules

RE: Committee Report on the Appointment of Rose Marie Ayuyu Morales

Buenas yan Håfa adai Speaker Terlaje

Transmitted herewith is the Committee Report on the appointment of Rose Marie Ayuyu Morales to serve as a member of the Civil Service Commission for Six (6) years; April 25, 2019 to April 24, 2025; to fill the unexpired seat of Priscilla T. Tuncap, which was referred to the Committee on General Government Operations and Appropriations.

Committee votes are as follows:

<u> 6 </u>	TO DO CONFIRM
<u> 0 </u>	TO NOT CONFIRM
<u> 0 </u>	TO REPORT OUT ONLY
<u> 0 </u>	TO ABSTAIN
<u> 0 </u>	TO PLACE IN INACTIVE FILE



COMMITTEE ON RULES

Received:
June 12, 2024 6:39 p.m.
Beatrice Cruz

Sincerely,

Joe S. San Agustin

Chairperson, Committee on General Government
Operations and Appropriations



SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

COMMITTEE REPORT

Nomination of Rose Marie Ayuyu Morales

As a member of the Civil Service Commission
for Six (6) years;
April 25, 2019 to April 24, 2025
To fill the unexpired seat of Priscilla T.
Tuncap




SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 12, 2024

MEMORANDUM

To: All Members
Committee on General Government Operations and Appropriations

From: Senator Joe S. San Agustin 
Chairperson, Committee on General Government Operations and Appropriations

Subject: Committee Report on the Appointment of Rose Marie Ayuyu Morales

Transmitted herewith for your consideration is the Committee Report on the appointment of Rose Marie Ayuyu Morales to serve as a member of the Civil Service Commission for Six (6) years; April 25, 2019 to April 24, 2025; To fill the unexpired seat of Priscilla T. Tuncap.

Committee on General Government Operations and Appropriations

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
- Copies of Submitted Testimony & Supporting Documents
- Committee Vote Sheet
- Committee Report Digest

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

Si Yu'os Ma'åse!



COMMITTEE ON RULES

Senator Chris Barnett, Chairperson
I Mina'trentai Siette Na Liheslaturan Guåhan
37th Guam Legislature

May 22, 2024

To: **Joaquin P. Taitague**
Clerk of the Legislature

Attorney Darleen Hiton
Legislative Legal Counsel

From: **Senator Chris Barnett** 
Chairperson, Committee on Rules

Subject: **Referral of Appointment**

Håfa Adai yan Biba Guåhan!

As per my authority as Chairperson of the Committee on Rules and subject to §9.01, Rule IX of our Standing Rules, I am forwarding the referral of the following appointment:

Appointee: **Rose Marie Ayuyu Morales**

Position: **Member**

Term Length: **Six (6) Years; April 25, 2019, to April 24, 2025**
To fill the unexpired position of Priscilla T. Tuncap

Please refer the following document:

“**Doc. No. 37GL-24-2084** – Office of the Governor – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission.”

Ensure the appointment is referred to the Committee on General Government Operations and Appropriations chaired by Senator Joe S. San Agustin. I also request that the same be forwarded to Management Information Services (MIS) for posting on our website.

Should you have any questions or concerns, please feel free to contact Kamarin J.A. Nelson, Committee on Rules Director at 671-472-2461.





LOURDES A. LEON GUERRERO
GOVERNOR

JOSHUA F. TENORIO
LT. GOVERNOR

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

May 10, 2024

Honorable Therese M. Terlaje
Speaker
I Mina'trentai Siette Na Liheslaturan Guåhan
37th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96932

37GL-24-2084
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

MAY 23 2024

Time: 5:44am
Received: [Signature]

RE: Board Appointment

Håfa Adai Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam, 4 GCA § 4401, and all other applicable local laws, I am pleased to transmit the following appointment and supporting documents:

- APPOINTEE:** Rose Marie Ayuyu Morales
- POSITION:** Member, Civil Service Commission
- TERM LENGTH:** Six (6) Years April 25, 2019 to April 24, 2025
To fill the unexpired position of Priscilla T. Tuncap

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

Senseramente,

[Handwritten signature of Lourdes A. Leon Guerrero]

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



37GL-24-2084
Messages and Communications
RECEIVED
Committee on Rules
May 24, 2024
6:17 a.m.
Beatrice Cruz

cc: *Honorable* Joshua F. Tenorio, 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

May 10, 2024

ROSE MARIE AYUYU MORALES

Håfa Adai Ms. Morales:

Pursuant to my authority under the Organic Act of Guam, 4 GCA § 4401, and all other applicable laws, I am appointing you to serve as a:

MEMBER, CIVIL SERVICE COMMISSION
Term Length: Six (6) Years; April 25, 2019. to April 24, 2025
To fill the unexpired position of Priscilla T. Tuncap

Appointing you to this position comes with great responsibility because you will have a vital role to perform placing 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.

The appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. Should you have any questions or concerns, please contact Jean Taitano of the Office of the Governor at (671) 473-1121.

Senseramente,

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

cc: *Honorable* Joshua F. Tenorio, Lt. Governor of Guam
Juan K. Calvo, Chairman, Civil Service Commission
Daiel D. Leon Guerrero, Executive Director, Civil Service Commission

LOURDES A. LEON GUERRERO
Governor



JOSHUA F. TENORIO
Lieutenant Governor

OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Form

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 Morales	First Name Rose Marie	Middle Initial A
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made 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 Notre Dame High School, Guam	1986-1987	HS Diploma	1987
College Golden Gate University, SF, CA	1997 - 2000	BS in Business Admin/HR	2000
Graduate School			
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address Micronesia Benefit Administrators (MBA) Acanta Mall, Tumon	Position Title Vice President/Director HR/Partner
	Dates Held 03-2024 - Current

Previous Employer and Mailing Address Charter Communications 11825 Tech Com San Antonio, TX 78233	Position Title Director, Human Resources
	Dates Held August 2021 to March 2024

Previous Employer and Mailing Address SHRM 1800 Duke Street #100 Alexandria, VA 22314	Position Title Field Service Director
	Dates Held February 2020 to August 2021

Previous Employer and Mailing Address TeleGuam Holdings, LLC dba: GTA 624 South Marine Corps Drive Tamuning, Guam 96913	Position Title VP, Human Resources
	Dates Held October 2012 to January 2020

Previous Employer and Mailing Address Comcast Cable Livermore, CA	Position Title HR Business Leader
	Dates Held July 2007 to October 2012

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)

<i>Agency or Department Name</i>		<i>Position Title</i>	
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>	

<i>Agency or Department Name</i>		<i>Position Title</i>	
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i>	

TRAINING

<i>INSTITUTE/SEMINARS/ON-THE-JOB TRAINING</i>	<i>DATE</i>

AWARDS

<i>List all educational, professional, civic awards, and recognition for public service:</i>
Please see resume attached.

PROFESSIONAL INVOLVEMENT

<i>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</i>
Please see resume attached.

COMMUNITY / CIVIC INVOLVEMENT

<i>List organizations, activities participated in, and offices held:</i>
Please see resume attached.

PUBLICATIONS AND PRESENTATIONS

<i>List any published articles, papers delivered at professional meetings, etc.:</i>
Please see resume attached.

MILITARY SERVICE (Please attach Form DD-214)

<i>BRANCH</i>	<i>DATES OF SERVICE</i>	<i>RANK AT DISCHARGE</i>	<i>TYPE OF DISCHARGE</i>

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:

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.

LOURDES A. LEON GUERRERO
Governor



JOSHUA F. TENORIO
Lieutenant Governor

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: Rose Marie A. Morales

- 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
Micronesia Benefit Administrator (MBA), Tumon	Benefit Brokerage/HR Consulting and own 10%
TBD-will be applying for my GU Business License	HR Consulting sole owner

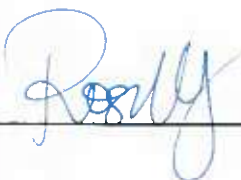
Rose Marie A. Morales
Signature

05/09/2024
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.

Rose Marie H. Morales 
Print Name and Signature

05/09/2024
Date

Rose Marie Ayuyu Morales, SHRM- CP

Email:

LinkedIn:

Telephone:

Experience:

Micronesia Benefit Administrators (MBA) 03/2024 – Current Tamuning, GU
Vice President/Director of HR/Partner

MBA is a life and health insurance brokerage firm with expertise in employee fringe benefits, insurance, human resources management, employee benefits administration, training, and consulting services, helping our clients navigate through complexities of the health care industry and employer to employee relationships, benefit administration and compliance requirements.

Charter powered by Spectrum 08/2021 – 03/2024 San Antonio, TX
Director, Human Resources

Responsible for implementing and managing human resources policies and programs for a 24 Call Center with 700+ employees in the areas of recruitment, employment, employee relations, and equal opportunity employment in compliance with government regulations and company goals. Directly responsible for leading an HR team of ten (10) employees. As part of the Senior Leadership team for the Center, I partnered with Leadership to support and implement effective short and long term strategies to attain organizations objectives. Combines HR mastery and industry knowledge in Telecommunication to appropriately evaluate and resolve complex HR issues within a fast paced and changing business environment.

- Oversee all aspects of employee relations; ensure company policies are administered fairly and consistently. Provide consultative support to managers and supervisors
- Ensure legal compliance with all applicable local state and federal employment laws, including but not limited FLSA, FMLA, and ADAAA to minimize risk/exposure to the company
- Provide guidance to ensure the integrity of the performance management program and the development of employees
- Partner with respective client group in order to understand the business challenges and to ensure effective and timely HR support
- Management organizational change
- Oversee recruiting and staffing process ensuring compliance with EEO, FCC and Affirmative Action; design and implement employee retention strategies
- Conduct employee investigations and oversee all escalated employee issues, including ethics point reports
- Establish local procedures to ensure compliance with Company and regulatory agency requirements
- Hire, train and manage performance and development of direct reports
- Oversee Human Resources communications
- Participate in enterprise wide taskforce initiatives
- Monitor processes and ensure accurate maintenance of employee files and HRIS database
- Review and oversee unemployment and workers compensation claims

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Resume of Rose Ayuyu Morales

Society for Human Resource Management (SHRM) 02/2020 – 08/2021 Alexandria, VA
Field Services Director
Based in San Antonio, Texas

As an FSD, I am responsible for activating the comprehensive strategy and initiatives with SHRM State Councils and SHRM Chapters to achieve SHRM's objectives and goals. I work with 9 States and 2 Territories for a total of 10 State Councils and over 60 chapters. I am responsible to ensure that I increase satisfaction, communication, engagement, and collaboration that leads to shared business goals in driving membership retention and acquisition, and for sales of metered products and services and promoting SHRM's strategic initiatives. Primarily serves as the senior account and relationship manager for SHRM Chapter and State Council distribution channel, providing a single point of contact and plays a critical, strategic role in building relationships inside SHRM and with affiliates in driving SHRM goals and objectives. This role includes extensive sales and relationship account management, customer service, business operations, consulting, and public speaking.

- Responsible for engagement of all SHRM State Councils, Chapters and Student Chapters, members (in-chapter and member at large) within my assigned, specific geographic region.
- Manages the relationships with SHRM State Councils, Chapters and Student Chapters and coordinates all SHRM stakeholder input in securing SHRM business objectives with the affiliates. This includes member acquisition and retention, member engagement, metered product and certification penetration and sales.
- Plans, and executes strategy to achieve the business, operational and financial results for SHRM's State Councils and Chapters within their assigned, specific geographic region. FSD's partners with key SHRM resources to develop the tools and resources that meet the business objectives of SHRM and the SHRM affiliate.
- Manages the relationship and account with SHRM State Councils and Chapters and Student Chapters within their assigned, specific geographic region. Coordinates SHRM input in securing SHRM business objectives.
- Creates and executes an account and relationship plan for each individual key affiliate to meet SHRM and the affiliate's mutual business objectives. Responsibilities includes compiling data and key financial information; developing proposed SHRM partnership offerings; ensuring affiliation governance requirements and achieving financial, membership and programmatic key performance indicators for SHRM business objectives.
- Manages financial and coordinates staff resources to meet the goals and objectives of SHRM with our key affiliates executing on SHRM's engagement strategy.
- Manages the sponsorships and booth branding and presence at SHRM State Councils and Chapter conferences, education programs and meetings in support of SHRM's strategic objectives with these affiliates.
- Provide strategic guidance, coaching and education support to develop volunteer leadership within SHRM State Council and Chapters and ensure alignment of affiliate with SHRM strategy and objectives.
- Oversees affiliation and governance requirements and compliance for Affiliates.
- Manages the day-to-day requests and coordination of the assigned Affiliates.
- Provides presentations on SHRM and workplace Topics at conferences and other settings in support of SHRM objectives.

TeleGuam Holdings, LLC dba: GTA
Vice President, Human Resources

10/2012 – 01/2020 Tamuning, Guam

HR Executive responsible for formulating and driving the HR strategy for the organization of over 450 employees; provides leadership and expertise in creating/driving a performance driven culture.

This position has overall responsibility for designing, implementing and executing the HR strategy for the organization considering the business objectives. Responsible for directing all of the people functions for the company in accordance with the policies and practices of the company, the ethical and social consciences of business, community and the laws, regulations and administrative rulings of governmental organizations and other regulatory and advisory agencies and organizations as required for an employee group of almost 500 employees.

- Plan, develop, organize and implement, direct and evaluate the organization's human resource function and performance
- Participate in the development of company's plans and programs as a strategic partner, while looking out for the perspective/impact to the employees and the business
- Responsible for ensuring that HR Strategic and Tactical business plans are aligned with the business with regards to Benefits/Compensation, Talent Management, Employee Relations, Health & Safety
- Developed a new compensation structure and benefits programs that are aligned with both short/long term business goals and provide motivation, incentives and rewards for effective performance for the short and long range health and welfare of the employees
- Developing new Talent Management program to identify talent within and outside the company. Identify appropriate and effective external sources for candidates for all levels within the company
- Responsible for reviewing and developing human resource planning models to identify competency, knowledge and talent gaps and develop specific programs for filling the gaps
- Responsible for establishing credibility throughout the organization with leadership and the employees in order to be an effective consultant and leader by actively listening and coaching to resolution
- Provide technical advice and knowledge as it relates to employee relations issues with both leadership and employees
- Coordinate the activities, programs and strategic HR plans for other departments in the company.
- Responsible for the management of the company's Apprenticeship Program
- Manage the budget and other financial measures of the department
- Manage, develop and lead a team of 8 employees (HR, Admin, Safety & Security)

Comcast Cable

07/2007 to 10/2012

Livermore, CA

Human Resources Business Partner/Leader

HR Leader responsible for ensuring close working relationship/partnership with business client leadership to include Vice Presidents, Directors, Managers and Supervisors.

This position was responsible overall for over 300 employees in the Sales Channel of Region and over 800 employees at one time. Overall responsibility for aligning HR Strategic goals with the Business units that I supported.

- Consultative Coaching with all levels of leadership regarding all aspects of their organizations Human Resources needs from Change to Talent Management to ensure a

best in class customer experience for all levels of client group from Leadership to Front Line employees.

- Provides guidance on employee relations issues, to include compliance/legal issues, progressive discipline, and ensuring appropriate documentation to ensure consistency with application of policies/procedures for fair and ethical practice
- Partner with COE (Center of Excellence) to ensure that I am providing my business partners with the best solution to their department needs at all times and provide a seamless experience
- Proactive communication to business partners with company initiatives to ensure we stay ahead of deliverables such as performance management, surveys, training
- Actively participate with Sr. Leadership meetings to ensure understanding of business partners objectives to better align HR with Business objectives, coach and advise as needed
- Conduct HR Sensing Sessions/Skip Level meetings with Front Line employees, provide feedback to all levels of Sr. Leadership and partner with Leadership to determine next steps and solutions to align our business goal of making the company a "Great Place To Work" and provide follow up to employees
- Labor Union avoidance, part of leadership team who managed a successful union campaign and activities throughout the Region
- Special Projects: Lead or Co-Lead special projects teams created based on business goals and objectives
- Worked in the entire CA Region in all departments to include Field/Network/Engineering and currently supporting all Sales Channels, Direct Sales Representatives, Business Account Executives (all levels), Enterprise Account Executives and Retail Sales Consultants

Comcast Cable

Human Resources Manager

07/2007 – 03/31/2010

Yuba City, CA

This position was overall responsible for all functions of Human Resources of 150 +/- employees for the North Valley Area:

- Providing guidance, support, resolution to employees and all level of management with concerns in the workplace to alleviate any negative impact to employee morale, productivity or business that could include policy/practice interpretation, developing and reviewing documentations to ensure compliance with company policies and practices on a daily basis.
- Consult with Leadership regularly with regards to performance and organizational management to ensure that Leadership is consistent in the practice of performance review interpretation and practice.
- Attend Leadership and Technical meetings to ensure HR is part of the business solution for the area and/or employee needs/concerns.
- Partner with Hiring Manager with NEO process to ensure new hires receive information regarding company policies/practices, completion of all paperwork and compliance with various training as needed to ensure successful/positive NEO experience.
- Partner with Hiring Manager and Talent Management with any open positions for the North Valley which include: headcount review, job description, interviewing candidates, assist in final selection process, job offer, and complete review of background, references and drug screening to determine best hire possible to prevent churn.
- Responsible for managing all aspects of Leave of Absence (FMLA, ADA, CFRA, PFL, Military, Workers Compensation)
- Responsible for training as needed to all employees based on company initiatives.

- Responsibility with the management and leadership of Technical Trainer; provided Trainer with developmental opportunities to enhance skills to better serve our Customer Groups. Partner with L&D Customer Groups by meeting, discussing, and determining training needs that would be delivered by L&D on a monthly basis and had Trainer create Training calendar up to 6 months in advance so customer groups could plan training and meet business and employee expectations.
- Responsible for responding and attending all Unemployment Hearing for the company, and all aspects of conducting confidential employee investigations, meeting with impacted employees, reaching out to Region/Division as needed for support or guidance, partnering with General Manager if needed to determine final outcome of investigation and ensured that timelines/deadlines/deliverables were met as required, as needed.

Education:

Golden Gate University Graduated April 2000 Sacramento, CA
Bachelor Degree: Business Administration emphasis: Human Resource Management

Certificate/Certifications:

Society of Human Resource Management
Certification: SHRM-CP
Received: November 2014 - current

HR Policy Association
Labor Relations Professional Certified March 2012

Civic/Community Involvement:

Guam Department of Labor August 2013 – January 2020
Appointed by the Governor of Guam, Eddie Baza Calvo
Guam Workforce Development Board – Board Member

- Finance & Technology Chair

Pacific Council – Guam and Saipan (NMI) – SHRM
State Council Director January 2018 – current

Society for Human Resources Management (SHRM) Guam Chapter
Chapter President 2016, 2017 and 2018

- SHRM 2017 Pinnacle Award Winner
- Top 25 Fundraising Chapters – 2016, 2017
- SHRM Learning Champion 2016, 2017
- SHRM Excel Platinum Chapter 2016, 2017
- SHRM Learning System Champion – 2016, 2017
- 2017 SHRM Volunteer Leadership Summit
 - Presenter – Volunteering – Lessons Learned
- 2016 SHRM Volunteer Leadership Summit - Panelist

President Elect 2015

- Responsible for SHRM Guam Chapter Annual Conference
- Responsible for Chapter's HR Magazine – reached target of \$20,000

ESGR (Employer Support of Guards and Reserve)
Committee Member 2018

University of Guam, School of Business and Public Administration Department
Advisory Council Member November 2017



SUPERIOR COURT OF GUAM

Guam Judicial Center | 120 West O'Brien Drive | Hagåtña, Guam 96910 | (671) 475-3370 | Fax: (671) 475-0078

Name: ROSE MARIE AYUYU MORALES

Driver's License ID #: [REDACTED]

DOB: [REDACTED]

CERTIFICATE OF SEARCH

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

Criminal Cases:
No Cases Found

Civil Cases:

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, Hagåtña, Guam. Hours of operation are Monday - Friday, 9:00 a.m. to 4:00 p.m. Closed Saturdays, Sundays and local/federal holidays. **Court Clearances are Non-Refundable.**

Dated: 05/09/2024

Janice M. Camacho-Perez
Clerk of Court

By: _____

Court Archivist

Prepared by: Rachael Q Orsini



The absence of an
Original Court Seal
Invalidates this
document. 2587



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 an individual(s) whose information has been included as part of this transmission.

**GUAM POLICE DEPARTMENT
RECORDS & IDENTIFICATION SECTION**

P.O. Box 23909
Guam Main Facility, Guam 96921



May 10, 2024

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Rose Marie Ayuyu MORALES		
DATE OF BIRTH:	[REDACTED]	FINGERPRINT#:	[REDACTED]
<input checked="" type="checkbox"/>	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

[Signature]
Sgt:

STEPHEN C. IGNACIO
Chief of Police

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



SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 3, 2024

To: All Honorable Senators, Stakeholders, and Media

From: Senator Joe S. San Agustin, Chairman

Subject: First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

Buenas yan Håfa Adai!

In accordance with the Open Government Law, relative to notices for public meetings, please be advised that the Committee on General Government Operations & Appropriations will convene a public hearing on **Tuesday, June 11, 2024 @ 9:00 a.m.** in *I Liheslaturan Guåhan's Public Hearing Room* (Guam Congress Building, Hagåtña).

The Committee will hear and accept testimony on the following:

9:00 a.m.

Referral of Appointment

Appointee: Rose Marie Ayuyu Morales

Position: Member, Civil Service Committee

Term Length: Four (6) Years; April 25, 2019, to April 24, 2025

Referral of Appointment

Appointee: Cathy O. Ccatling

Position: Member, Civil Service Committee

Term Length: Six (6) Years (From Date of Confirmation)

Bill No. 296-37 (COR)

Sponsor(s) - Frank Blas, Jr. / Tina Rose Muña Barnes / Christopher M. Dueñas / Joe S. San Agustin

AN ACT TO APPROPRIATE ONE MILLION FIVE HUNDRED SIXTY THREE THOUSAND SIX HUNDRED ONE DOLLARS AND FIFTY CENTS (\$1,563,601.50) FROM FISCAL YEAR 2024 GENERAL FUND REVENUES COLLECTED IN EXCESS OF THE ADOPTED LEVELS ENUMERATED IN PUBLIC LAW 37-42, AS AMENDED, FOR MERIT BONUS PAYMENTS

OWED TO CURRENT AND FORMER EMPLOYEES OF THE GUAM MEMORIAL HOSPITAL AUTHORITY AND OTHER GOVERNMENT OF GUAM AGENCIES AND ENTITIES EARNED FROM FISCAL YEAR 2010 TO PRESENT.

Bill No. 294-37 (COR)

Sponsor(s) - Amanda L. Shelton / Joe S. San Agustin / Dwayne T.D. San Nicolas / Tina Rose Muña Barnes / Joanne M. Brown / Sabina Flores Perez / Telo T. Taitague / Therese M. Terlaje / Christopher M. Dueñas / Jesse A. Lujan / William A. Parkinson / Roy A. B. Quinata

AN ACT TO ADD A NEW § 1040 TO CHAPTER 10 OF TITLE 1, GUAM CODE ANNOTATED, RELATIVE TO HONORING THE SERVICE AND SACRIFICE OF WOMEN VETERANS BY ESTABLISHING JUNE 12 OF EACH YEAR AS WOMEN VETERANS RECOGNITION DAY.

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We look forward to your participation!



Aria Palaganas <aria.sensorsa@gmail.com>

First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

1 message

Rose Mesa <rose.sensorsa@gmail.com>

Mon, Jun 3, 2024 at 10:53 AM

To: phnotice@guamlegislature.org, Haidee Gilbert <[REDACTED]>, Selma <sblas@gpagwa.com>, Robert Klitzkie <[REDACTED]>, J Benavente <jbenavente@gpagwa.com>, Patty Arroyo <newstalk@k57.com>, KANDIT News <news@kanditnews.com>

Cc: 37th Committee On Rules <committeeonrules@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>, Joe San Agustin <protocol@guamlegislature.org>

June 3, 2024

To: All Honorable Senators, Stakeholders, and Media**From: Senator Joe S. San Agustin, Chairman****Subject: First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.***Buenas yan Håfa Adai!*

In accordance with the Open Government Law, relative to notices for public meetings, please be advised that the Committee on General Government Operations & Appropriations will convene a public hearing on **Tuesday, June 11, 2024 @ 9:00 a.m.** in ***I Liheslaturan Guåhan's Public Hearing Room*** (Guam Congress Building, Hagåtña).

The Committee will hear and accept testimony on the following:
9:00 a.m.

Referral of Appointment

Appointee: Rose Marie Ayuyu Morales

Position: Member, Civil Service Committee

Term Length: Four (6) Years; April 25, 2019, to April 24, 2025

Referral of Appointment

Appointee: Cathy O. Ccatling

Position: Member, Civil Service Committee

Term Length: Six (6) Years (From Date of Confirmation)

Bill No. 296-37 (COR)

Sponsor(s) - Frank Blas, Jr. / Tina Rose Muña Barnes / Christopher M. Dueñas / Joe S. San Agustin

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AND OTHER GOVERNMENT OF GUAM AGENCIES AND ENTITIES EARNED FROM FISCAL YEAR 2010 TO PRESENT.**Bill No. 294-37 (COR)**

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We look forward to your participation!

Un Dangkolo Na Si Yu'os Ma'åse'

Very Respectfully,

*RoseMarie T. Mesa
Office Manager
I Mina'Trentai Siette Na Liheslaturan Guåhan
(Thirty-Seventh Guam Legislature)
Senator Joe S. San Agustin
Committee on General Government Operations & Appropriations
Office: 671-989-5445
Email: rose.sensorsa@gmail.com*

To unsubscribe from this group and stop receiving emails from it, send an email to phnotice+unsubscribe@guamlegislature.org.

 **1st Notice Bill 294, 296, Catling, Morakes 6.11.2024.pdf**
137K


First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.


 PRINT

**First Notice of Public Hearing on Tuesday,
June 11, 2024 @ 9:00 a.m.**

PUBLIC HEARING



 **Posted on:** 06/03/2024 10:54 AM

 **Posted by:** RoseMarie Mesa

 **Public Hearing Date:** 06/11/2024 09:00 AM

 **Department(s):**
GUAM LEGISLATURE (/notices?department_id=92)

 **Division(s):**
OFFICE OF SENATOR JOE S. SAN AGUSTIN (/notices?division_id=275)

 **Notice Topic(s):** PUBLIC HEARING (/notices?topic_id=74)

 **Types of Notice:** PUBLIC HEARING (/notices?type_id=7)

 **For Audience(s):** PUBLIC (/notices?public=1)

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June 3, 2024

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([http://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20296-37%20\(COR\).pdf](http://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20296-37%20(COR).pdf))

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Sponsor(s) - Amanda L. Shelton / Joe S. San Agustin / Dwayne

T.D. San Nicolas / Tina Rose Muña Barnes / Joanne M. Brown /

Sahina Flores Perez / Telo T. Taitague / Therese M. Terlaie /

Joselyn Flores / Cruz / Peter T. Furlagac / Mercedes M. Furlagac /
Christopher M. Dueñas / Jesse A. Lujan / William A. Parkinson /
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RECOGNITION DAY.**

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**OWED TO CURRENT AND FORMER EMPLOYEES OF THE GUAM
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SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 3, 2024

To: All Honorable Senators, Stakeholders, and Media

From: Senator Joe S. San Agustin, Chairman

Subject: First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

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In accordance with the Open Government Law, relative to notices for public meetings, please be advised that the Committee on General Government Operations & Appropriations will convene a public hearing on Tuesday, June 11, 2024 @ 9:00 a.m. in *I Liheslaturan Guåhan's* Public Hearing Room (Guam Congress Building, Hagåtña).

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9:00 a.m.

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Appointee: Rose Marie Ayuyu Morales

Position: Member, Civil Service Committee

Term Length: Four (6) Years; April 25, 2019, to April 24, 2025

Referral of Appointment

Appointee: Cathy O. Ccatling

Position: Member, Civil Service Committee

Term Length: Six (6) Years (From Date of Confirmation)

Bill No. 296-37 (COR)

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(\$1,563,601.50) FROM FISCAL YEAR 2024 GENERAL FUND REVENUES
COLLECTED IN EXCESS OF THE ADOPTED LEVELS ENUMERATED IN
PUBLIC LAW 37-42, AS AMENDED, FOR MERIT BONUS PAYMENTS**

TEL: 671-989-5445 FAX: 671-969-6737 EMAIL: SENATORJOESSANAGUSTIN@GMAIL.COM



To: All Honorable Senators, Stakeholders, and Media
From: Senator Joe S. San Agustin, Chairman
Subject: First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

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SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 5, 2024

To: All Honorable Senators, Stakeholders, and Media

From: Senator Joe S. San Agustin, Chairman

**Subject: CHANGE 1 - First Notice of Public Hearing on Tuesday, June 11, 2024
@ 9:00 a.m.**

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Aria Palaganas <aria.sensorsa@gmail.com>

CHANGE 1 - First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

1 message

Rose Mesa <rose.sensorsa@gmail.com>

Wed, Jun 5, 2024 at 12:09 PM

To: phnotice@guamlegislature.org, Haidee Gilbert <[REDACTED]>, Selma <sblas@gpagwa.com>, Robert Klitzkie <[REDACTED]>, J Benavente <jbenavente@gpagwa.com>, Patty Arroyo <newstalk@k57.com>, KANDIT News <news@kanditnews.com>

Cc: Management Information System <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>, Joe San Agustin <protocol@guamlegislature.org>, 37th Committee On Rules <committeeonrules@guamlegislature.org>

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Un Dângkolo Na Si Yu'os Ma'åse'

Very Respectfully,

*RoseMarie T. Mesa
Office Manager
I Mina'Trentai Siette Na Liheslaturan Guåhan
(Thirty-Seventh Guam Legislature)
Senator Joe S. San Agustin
Committee on General Government Operations & Appropriations
Office: 671-989-5445
Email: rose.sensorsa@gmail.com*

To unsubscribe from this group and stop receiving emails from it, send an email to phnotice+unsubscribe@guamlegislature.org.

 **CH1 - 1st Notice Bill 294, 296, Catling, Morales 6.11.2024.pdf**
137K


CHANGE 1 - First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.


 PRINT

**CHANGE 1 - First Notice of Public Hearing on
Tuesday, June 11, 2024 @ 9:00 a.m.**

PUBLIC HEARING



 **Posted on:** 06/05/2024 12:11 PM

 **Posted by:** RoseMarie Mesa

 **Public Hearing Date:** 06/11/2024 09:00 AM

 **Department(s):**
GUAM LEGISLATURE (/notices?department_id=92)

 **Division(s):**
OFFICE OF SENATOR JOE S. SAN AGUSTIN (/notices?division_id=275)

 **Notice Topic(s):** PUBLIC HEARING (/notices?topic_id=74)

 **Types of Notice:** PUBLIC HEARING (/notices?type_id=7)

 **For Audience(s):** PUBLIC (/notices?public=1)

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June 5, 2024

To: All Honorable Senators, Stakeholders, and Media

From: Senator Joe S. San Agustin, Chairman

Subject: CHANGE 1 - First Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

Buenas yan Håfa Adai!

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The Committee will hear and accept testimony on the following:

9:00 a.m.

Referral of Appointment

Appointee: Rose Marie Ayuyu Morales

Position: Member, Civil Service Committee Commission

Term Length: Four (6) Years; April 25, 2019, to April 24, 2025

Referral of Appointment

Appointee: Cathy O. ~~Catling~~ Catling

Position: Member, Civil Service Committee Commission

Term Length: Six (6) Years (From Date of Confirmation)

Bill No. 296-37 (COR)

([http://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20296-37%20\(COR\).pdf](http://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20296-37%20(COR).pdf))

Sponsor(s) - Frank Blas, Jr. / Tina Rose Muña Barnes /

Christopher M. Dueñas / Joe S. San Agustin

AN ACT TO APPROPRIATE ONE MILLION FIVE HUNDRED SIXTY THREE THOUSAND SIX HUNDRED ONE DOLLARS AND FIFTY CENTS (\$1,563,601.50) FROM FISCAL YEAR 2024 GENERAL FUND REVENUES COLLECTED IN EXCESS OF THE ADOPTED LEVELS ENUMERATED IN PUBLIC LAW 37-42, AS AMENDED, FOR MERIT BONUS PAYMENTS OWED TO CURRENT AND FORMER EMPLOYEES OF THE GUAM MEMORIAL HOSPITAL AUTHORITY AND OTHER GOVERNMENT OF GUAM AGENCIES AND ENTITIES EARNED FROM FISCAL YEAR 2010 TO PRESENT.

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Sponsor(s) - Amanda L. Shelton / Joe S. San Agustin / Dwayne

T.D. San Nicolas / Tina Rose Muña Barnes / Joanne M. Brown /

Sahina Flores Perez / Telo T. Taitague / Therese M. Terlaie /

Joselyn Torres Torres / Peter T. Tanguay / Mercedes M. Tanguay /
Christopher M. Dueñas / Jesse A. Lujan / William A. Parkinson /
Roy A. B. Quinata

**AN ACT TO ADD A NEW § 1040 TO CHAPTER 10 OF TITLE 1,
GUAM CODE ANNOTATED, RELATIVE TO HONORING THE
SERVICE AND SACRIFICE OF WOMEN VETERANS BY
ESTABLISHING JUNE 12 OF EACH YEAR AS WOMEN VETERANS
RECOGNITION DAY.**

Individuals who wish to participate are asked to contact the
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at senatorjoessanagustin@gmail.com
(<mailto:senatorjoessanagustin@gmail.com>).

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(<mailto:senatorjoessanagustin@gmail.com>).

We look forward to your participation!



SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS

I MINA'TRENTAI SIETTE NA LIHESLATURAN GUAHAN

June 5, 2024

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Bill No. 296-37 (COR)

Sponsor(s) - Frank Blas Jr / Tina Rose Muña Rames / Christopher M. Dneñas / Joe

SENATOR JOE S. SAN AGUSTIN / SENATOR DWAYNE T. D. SAN NICOLAS / SENATOR AMANDA L. SHELTON / SENATOR TINA ROSE MUÑA BARNES

S. San Agustin

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SUITE 3, 2ND FLOOR, RAN CARE BLDG. CBU# 230 761 S. MARINE CORPS DR., TAMUNING, GUAM 96913
TEL: 671-989-5445 FAX: 671-969-6737 EMAIL: SENATORJOESSANAGUSTIN@GMAIL.COM

PUBLIC LAW 37-42, AS AMENDED, FOR MERIT BONUS PAYMENTS OWED TO CURRENT AND FORMER EMPLOYEES OF THE GUAM MEMORIAL HOSPITAL AUTHORITY AND OTHER GOVERNMENT OF GUAM AGENCIES AND ENTITIES EARNED FROM FISCAL YEAR 2010 TO PRESENT.

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We look forward to your participation!



SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

June 7, 2024

To: All Honorable Senators, Stakeholders, and Media

From: Senator Joe S. San Agustin, Chairman

Subject: Second Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

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Position: Member, Civil Service Commission

Term Length: Four (6) Years; April 25, 2019, to April 24, 2025

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Appointee: Cathy O. Catling

Position: Member, Civil Service Commission

Term Length: Six (6) Years (From Date of Confirmation)

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We look forward to your participation!



Aria Palaganas <aria.sensorsa@gmail.com>

Second Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.

1 message

Rose Mesa <rose.sensorsa@gmail.com>

Fri, Jun 7, 2024 at 10:52 AM

To: phnotice@guamlegislature.org, Haidee Gilbert <[REDACTED]>, Selma <sblas@gpagwa.com>, Robert Klitzkie <[REDACTED]>, J Benavente <jbenavente@gpagwa.com>, KANDIT News <news@kanditnews.com>
Cc: Management Information System <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>, Joe San Agustin <protocol@guamlegislature.org>, 37th Committee On Rules <committeeonrules@guamlegislature.org>

June 7, 2024

To: All Honorable Senators, Stakeholders, and Media**From: Senator Joe S. San Agustin, Chairman****Subject: Second Notice of Public Hearing on Tuesday, June 11, 2024 @ 9:00 a.m.***Buenas yan Håfa Adai!*

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AND OTHER GOVERNMENT OF GUAM AGENCIES AND ENTITIES EARNED FROM FISCAL YEAR 2010 TO PRESENT.**Bill No. 294-37 (COR)**

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We look forward to your participation!

Un Dangkolo Na Si Yu'os Ma'åse'

Very Respectfully,

*RoseMarie T. Mesa
Office Manager
I Mina'Trentai Siette Na Liheslaturan Guåhan
(Thirty-Seventh Guam Legislature)
Senator Joe S. San Agustin
Committee on General Government Operations & Appropriations
Office: 671-989-5445
Email: rose.sensorsa@gmail.com*

To unsubscribe from this group and stop receiving emails from it, send an email to phnotice+unsubscribe@guamlegislature.org.

 **2nd Notice Bill 294, 296, Catling, Morakes 6.11.2024.pdf**
137K



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I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

PUBLIC HEARING

Tuesday, June 11, 2024

Guam Congress Building Public Hearing Room

AGENDA

9:00 a.m.

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SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

Public Hearing Sign-in Sheet
June 11, 2024 • 9:00 a.m. • Guam Congress Building

Referral of Appointment

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NAME	AGENCY OR ORGANIZATION (IF ANY)	SUPPORT? OPPOSE?	WRITTEN TESTIMONY	ORAL TESTIMONY	CONTACT NUMBER	EMAIL ADDRESS
Sagun, Jareane L.	CSC	Support	/	/		
FRANCIS JOYCE	DEWITT	Support	/	/		
BERNARD CORINE	DEWITT	Support	/	/		
WALTER VICTOR	DEWITT	Support	/	/		
Tom Benavente	CSC	Support				
Samabing Young	Transport Guam	Support		✓		
* Roland FERRANCO	CSC	SUPPORT				
CHRISTINA DEAN	CSC	support				
CELESTE PEREZ	NA	support				
Ysa Maria Perez Mercado	MA	support				



SENATOR JOE S. SAN AGUSTIN

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NAME	AGENCY OR ORGANIZATION (IF ANY)	SUPPORT? OPPOSE?	WRITTEN TESTIMONY	ORAL TESTIMONY	CONTACT NUMBER	EMAIL ADDRESS
Rose Marie Morales						
Gustavo Morales						
Yolanda Pachares	SHRM	Support				
Ronald A. Ayuyin		Support		✓		
Ramon Sudo		SUPPORT				
Ronald Jr. Ayuyin		SUPPORT				
Robert C. Tartano	CSC	SUPPORT				
Francisco Guerrero	CSC	Support				
James K. Cap	CSC	Support				
Thomas C. Tenorio		Support				

June 10, 2024

Honorable Joe S. San Augustin
Chairman
Committee on General Government Operations, Appropriation and Housing
I Mina'trentai Siette na Liheseslaturan Guahan

Dear Chairman and Senator San Augustin and Distinguished Committee Members,

Hafa Adai and Good Morning.

I want to thank you all for this opportunity to provide my testimony this morning. I, also, want to thank my husband, Gus, and all of my family and friends who are here for me today in support of my nomination for the Guam Civil Service Commission.

I recently returned back to Guam after being away for 4 years and I knew that upon returning back home, I wanted to find a way to give back to the community and the Island that I call home.

I served on the Guam Workforce Development Board, was the SHRM Guam Chapter President for three years and was part of the ESGR Guam and CNMI Group where I helped bridge the gaps between the HR Community on Guam with GDOL and ESGR. I fostered the collaboration with all groups to bring more awareness and the understanding that we were all here to work together to take care of both the employees and the business.

I believe that my 25 years of Human Resources experience can help to move cases forward that come in front of the Guam Civil Service Commission.

For me, it's important that before I make any decisions, I must hear and understand all the facts and information so, that I can make the best sound decision looking at the whole picture.

It's important to me that I look at every situation with an open mind so that I am giving each party the same fair chance without judgement and being consistent in the decisions that I make. I have always done this in my HR career because decisions and/or recommendations that I make, have the possible effect for one person's ability to support themselves and their family, so I have never taken my role in HR lightly and I intend to do the same should I be confirmed to serve on the commission.

In closing, I humbly ask that you will consider my nomination and again, thank you for your time.

Sincerely,

Rose Marie Ayuyu Morales



CIVIL SERVICE COMMISSION

Kumisión I Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobietnon Guåhan

Telephone (Telifon): (671) 647-1855 • Fax (Faks): (671) 647-1867

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



DANIEL D. LEON GUERRERO
Executive Director

LOU A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'låhi)

MEMORANDUM #CHR-314385

VIA ELECTRONIC MAIL TO: senatorjoessanagustin@gmail.com

Date: June 11, 2024

To: **37th Guam Legislature, Committee on General Government Operations and Appropriations**
Senator Joe S. San Agustin, Chairperson
Senator Telo T. Taitague, Vice Chairperson
Vice Speaker Tina Rose Muña Barnes, Member
Senator William M. Parkinson, Member
Senator Roy A.B. Quinata, Member
Senator Dwayne San Nicolas, Member
Senator Amanda L. Shelton, Member
Senator Joanne M. Brown, Member

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

SUBJECT: Testimony on the Nomination of Ms. Rose Marie Ayuyu Morales for the Position of Commissioner on the Board of the Guam Civil Service Commission.

Buenas yan Hafa Adai, Honorable Senators of the 37th Guam Legislature.

I would like to express my gratitude for the opportunity to provide testimony regarding the nomination of Ms. Rose Marie Morales to the Board of the Civil Service Commission.

In accordance to her resume, Ms. Rose Marie Morales has worked in Human Resources for a number of private sector companies. Ms. Morales is a seasoned professional specialized in the field of Human Resources. These include her position as a **Director of HR** at Charter Communications in Texas, **Field Service Director** at Society for Human Resource Management ("SHRM") in Virginia, **Vice President of Human Resources** at TeleGuam Holdings, LLC dba: GTA, and **HR Business Leader** at Comcast Cable in California.

For education, Ms. Morales graduated from Notre Dame High School in Talofofo, Guam, in 1987 with a **High School Diploma**. She also has a **Bachelor's Degree in Business Administration** with a focus in Human Resources Management from Golden Gate University in Sacramento California in 2020. She took part in numerous briefings and trainings, which helped her to keep and improve her HR specialty skills.

MEMORANDUM #CHR-314385 - Page 1 of 2


With a strong educational background, HR job experience and a positive disposition, Ms. Morales is well-suited to handle CSC appeals, grievances, post-audits, and complaints. As a Commissioner for the CSC Boards, Ms. Morales wants to support and decide cases pertaining to the merit system of the service for the people of Guam.

In addition to earning her certificate as a labor affair professional in 2012, Ms. Morales also earned her "SHRM" certification in 2014. Chair of the Finance and Technology Board, Guam Workforce Development Board, and Department of Labor from 2013-2020. In 2017, Ms. Morales was a member of the University of Guam's School of Business Department Advisory Council as well as the Employer Support of Guards and Reserve Committee ("ESGR") in 2018. Currently, Ms. Morales works for a life and health brokage company as the Vice President and Director of HR/Partner.

I would further like to mention that Ms. Morales was formally introduced to all four (4) Commissioners and CSC personnel on May 16, 2024, and observed a Civil Service Commission appeal hearing and conveyed her eagerness and willingness to join the Civil Service Commission Board.

I wholeheartedly endorse the Governor's nomination of Ms. Rose Ayuyu Morales to the Civil Service Commission Board and respectfully request legislative support.

Un Dangkolo Na Si Yu'os Ma'ãse'



Daniel D. Leon Guerrero, Executive Director
Civil Service Commission



June 10, 2024

Honorable Joe S. San Agustin
Chairman
Committee on General Government Operations,
Appropriations and Housing
I Mina'trentai Siette na Liheslaturan Guåhan

Dear Senator San Agustin and Distinguished Committee Members,

I offer this letter in full support of **Rose Marie Ayuyu Morales** as a Member of the Civil Service Commission.

The Commission's goal is to provide quality and efficient services so as to promote a healthy Merit System. It is then their mission is to administer the merit system by entertaining appeals or complaints from classified employees and providing a fair and equitable venue by which the appeals or complaints can be adjudicated. The commission's duty was first contemplated in the Organic Act of Guam (§1422c). This speaks to the importance and heritage of this significant commission. I have every faith and confidence that Rose will serve this commission with integrity and prudence.

Rose has worked in the HR Profession for over 20 years with industry experience in the telecommunication, technology and staffing industries. Rose brings with her an impressive resume which includes: HR Director at Spectrum; Field Service Director for SHRM (supporting the states of Alabama, Arkansas, Colorado, Idaho, Wyoming, Mississippi, Hawaii, Guam and Saipan); Vice President of Human Resources at TeleGuam Holdings, LLC; Human Resource Leader at Comcast; President of the SHRM Guam Chapter; and State Council Director for the Pacific State Council. The Society for Human Resource Management (SHRM) is the world's largest HR professional society, representing 300,000 members in more than 165 countries.

I have known Rose for close to a decade now. In this time, I have had the privilege to work with Rose and can attest to her leadership, professionalism, and caliber. The HR Profession in the Pacific, through the efforts of the SHRM Guam Chapter and Pacific State Council, is the force it is today because of Rose's vision and leadership almost a decade ago. Rose will undoubtedly make an excellent addition to the Commission with her experience and presence. I am sincerely honored to write this letter of support and look forward to her appointment.

Professionally,

John J. Rivera, PhD,
LS, AIF, CFE, CM, SHRM-SCP, SPHRi, PHR, CFD, KSS
Director of HR and Corporate Development
CITADEL Pacific Ltd.

June 11, 2024

The Honorable Senator Joe C. San Augustin

Chairman, 27th Guam Legislature

I Mina Trenta Siette Na Lehislaturan Guahan

Guam Congress Building

163 Chalan Santo Papa Hagatna, Guam 96932

Re: In Support of Confirming Ms. Cathy O. Catling and Ms. Rose Marie Ayuyu Morales as Civil Service Commission Board

Dear Mr. Chairman,

Buenas yan Saludo! On April 5, 2024 and May 10, 2024 respectively, the Maga'Haga Guahan, Lourdes A. Leon Guerrero appointed Ms. Cathy O. Catling and Ms. Rosa Marie Ayuyu Morales as Board Members of the Civil Service Commission pursuant to the Organic Act of Guam and Guam laws. The appointment of Ms. Catling and Ms. Morales will be for six years term.

Under 4 GCA, Subsection 4401, the Commission is required to have up to seven (7) board members. Currently, the Commission has 4 active members who dedicate their time and expertise to hear and adjudicate administrative cases such as Adverse Actions, Employees Grievance Appeals, Post Audit investigations, Mini Hatch issues (Political Activities), Equal Employment Act (EEO), Employee Protection Act (Whistleblower) and other administrative matters. The appointment and acceptance of Ms. Cathy O. Catling and Ms. Rose Marie Ayuyu Morales as a board members will secure four (4) affirmative votes as required by law and furthermore, minimize disruption of scheduled hearings of cases held before the Commission.

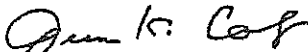
Nominee Cathy O. Catling graduated with Bachelor's degree from Washington State University, Pullan, Washington in 1974. Her worked experience and training of twenty-two (22) years were in the field of child development, management and adjunct faculty with Guam Community

College in Early Childhood Education in calendar year 2002. With Ms. Catling employment and educational background, the Civil Service Commission would benefit in fulfilling its mission of hearing and adjudicating cases.

Nominee, Rose Marie Ayuyu Morales, had graduated from Golden Gate University, San Francisco, California with a Bachelor's degree in Business Management specializing in Human Resources in 2002. Her employment background in seventeen (17) years were in the field of human resources holding technical and managerial positions. At present, Ms. Morales is employed with Micronesia Benefit Administration as a Vice President / Director of Human Resources. In seventeen (17) years of employment career, the Civil Service Commission would benefit with her expertise in human resources field delivering of an independent analysis and fair decision making of employment / administrative cases with the Commission.

As the Chairman of the Civil Service Commission, I humbly ask this Legislature to confirm Ms. Cathy O. Catling and Ms. Rose Marie Ayuyu Morales as member of the Civil Service Commission Board. Should you have any question, please do not hesitate to call on me at [REDACTED] or email me at [REDACTED] *Si Yu'us Maa'se.*

Senseramente,


JUAN K. CALVO

Cc: Lourdes A. Leon Guerrero, Governor of Guam
Daniel Leon Guerrero, CSC Director
Cathy O. Catling
Rose Marie Ayuyu Morales
CSC files



June 11, 2024

Hon. Senator Joe S. San Agustin
Chairman, Committee on General Government Operations & Appropriations
Ran-Care Commercial Building, 2nd Floor
761 S. Marine Corps Drive
Tamuning, GU 96913

Dear Senator San Agustin and Distinguished Committee Members,

Thank you for the opportunity to provide testimony in support of the proposed appointment of Ms. Rose Marie Ayuyu Morales to the Civil Service Commission. I am the People Director for Atkins Kroll, Inc., Past-President for the SHRM Guam Chapter, Adjunct Professor at the University of Guam, and a Commissioner for the Guam Ethics Commission.

I have known Ms. Morales for over ten years, both personally and professionally. Rose served as the President for the local SHRM Guam Chapter, then as Director for our Pacific State Council, before joining SHRM National as a Field Services Director. Under her exemplary leadership, the chapter received a Pinnacle Award, the highest recognition a chapter can receive, for their outstanding work to elevate the Human Resources profession on island. The Chapter was also recognized as one of the top fundraising chapters nationally and continued to upskill management and human resource professionals through its highly impactful monthly breakfast briefings and annual conference.

In addition to her remarkable volunteerism, Rose has soared in her professional career as well. She has recently returned to Guam as the Director of Human Resources for MBA. Prior to that, she was the Director for HR at Spectrum powered by Charter Communications, Field Services Director for SHRM, and Vice President for Human Resources at GTA. Her impressive work and volunteer history showcases her unwavering dedication to her profession and her outstanding ability to lead and advise teams with exceptional skill and insight.

I have had the privilege of working with Rose on the SHRM Board and have seen firsthand her unmatched professionalism and impeccable character. Rose has also served as an invaluable mentor to me when I first started my journey in human resource management. She embodies the highest standards of excellence, integrity, and commitment. I can think of no better person to serve on the Civil Service Commission, and I am confident that Rose will do an outstanding job, bringing her wealth of experience, visionary leadership, and heartfelt dedication to the role. I am honored to write this letter of support for her.

Sincerely,

A handwritten signature in black ink, appearing to read "Daphne Leon Guerrero".

Daphne Leon Guerrero
People Director, Atkins Kroll, Inc.

Senator Joe San Augustin
Committee on General Government
Operations, Appropriations, and Housing
761 S. Marine Corps Drive
Tamuning, Guam 96931

Hafa Adai Senator San Augustin,

Re: Cathy Catling
Board Commissioner Civil Service Commission
Confirmation Hearing

My name is Lillian Opeña Guerrero, I'm here to testify on behalf of my sister Cathy Catling's confirmation hearing. First, I'd like to thank our Honorable Governor of Guam Lourdes Leon Guerrero and Lt Governor Joshua Tenorio for appointing my sister Cathy Catling to the Civil Service Commission as a Board Commissioner.

It is with immense pleasure to testify on behalf of my oldest sister Cathy O Catling, fondly known as Baby, a given nickname by our great uncle Santiago Sahagon Santos Familian Bali Tres. Taotao Toto.

Cathy has always been the Rock that holds our family together, despite her absence in Guam, her devotion to our seven (7) siblings has been immeasurable. A promise she made to our parents being the oldest.

Cathys commitment to our siblings has gone beyond the call of duty. At any given day or night Cathy will always be there in the time of need, be it delivery food, cleaning their houses, arranging transportation or just keeping company to my sick brother and sister stricken with cancer, or helping a complete stranger from the Philippines to transport them to and from the cancer institute on Guam.

Cathy holds no boundaries when a person needs assistance. Volunteered on Guam for the Red Cross for many years training CPR till this day. Cathy's tireless efforts during Super Typhoon Mawar was one prime example. Spearheading communication, logistics, food delivery, vendors and needed essentials between

the Red Cross and offices of the mayor. She was driving all over the island assisting people who were adversely affected by the typhoon. In addition, while with were stranded off-island unable to enter Guam's military flight. Cathy assisted my son who's on remission with cancer and emotionally affected by Super Typhoon Mawar while we were off-island for medical reason.

After 30 years as a Flight Chief of USAF Child and Youth Programs on numerous military Air Force Bases throughout the world and her last stationed on Kadena Air Base, Okinawa, Japan. Her vast experience as a Flight Chief wearing countless hats and performing an array of duties from personnel, training, evaluation and EEO standards. She hold a Bachelors Degree in Social Work from Pullman Washington and was an Adjunct Professor for GCC Child Development.

In closing, I hope this testimony provides Catling's exceptional character in giving Inafa' maolek (making things better) A Core Values of our Chamoru Culture Yan Dang Ko lo na Korason na Palauan (A woman with a Big Heart) Her attributes stem from our parents Pop and Mom's love upbringing. Cathy returned back home to the island she and her husband David so loved. She and her husband bought a home, now resides in Yona. Cathys contribution to the Civil Service Commission will no doubt be an asset as a Board Commissioner.

Thank you Yan Si Yuus Maase Yan Si Yuus Un Benadesi Todos Hamyu gi Committee.

Should you require additional information, please contact me at [REDACTED] or email [REDACTED]

Lillian O. Guerrero
Vice President, POET
Disabled Veteran and Woman Owned Small Business
Administrator, Dept. of Labor (retired)





SENATOR JOE S. SAN AGUSTIN

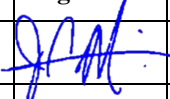
COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

Committee Vote Sheet

*Rose Marie Ayuyu Morales to serve as a member of the
Civil Service Commission*

Six (6) Years; April 25, 2019 to April 24, 2025

To fill the unexpired seat of Priscilla T. Tuncap

Committee Members	Signature	TO DO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Joe S. San Agustin <i>Chairman</i>		✓				
Senator Telo T. Taitague <i>Vice Chairperson</i>	E-Vote 6/12/24	✓				
Vice Speaker Tina Rose Muna Barnes <i>Member</i>	E-Vote 6/12/24	✓				
Senator William M. Parkinson <i>Member</i>	E-Vote 6/12/24	✓				
Senator Roy A.B. Quinata <i>Member</i>	E-Vote 6/12/24	✓				
Senator Dwayne T.D. San Nicolas <i>Member.</i>	E-Vote 6/12/24	✓				
Senator Amanda L. Shelton <i>Member</i>						
Senator Joanne M. Brown <i>Member</i>						



Aria Palaganas <aria.sensorsa@gmail.com>

Request for E-Vote - Committee Report on the Appointment of Rose Marie Ayuyu Morales

6 messages

Aria Palaganas <aria.sensorsa@gmail.com>

Wed, Jun 12, 2024 at 3:45 PM

To: Senator Telo Taitague <senatortelot@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Senator Roy Quinata <officeofsenatorquinata@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, "Office of Senator Joanne M. Brown" <office@senatorjoannebrown.com>
Cc: "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Joseph Mesngon <joe.sensorsa@gmail.com>, Danielle Lubas <danielle.sensorsa@gmail.com>, Michael Merfalen <mmerfalen.sensorsa@gmail.com>
Bcc: Rose Mesa <rose.sensorsa@gmail.com>

Håfa Adai Committee Members,

Please see the attached Committee Report on the Appointment of Rose Marie Ayuyu Morales to serve as a member of the Civil Service Commission.

[Committee Report for the Appointment of Rose Marie Ayuyu Morales](#)

Please respond with the appropriate action as indicated on the vote sheet:

- 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 responses will be logged into the Committee Report Vote Sheet for **Rose Marie Ayuyu Morales**, which will be filed with the Committee on Rules.

Best Regards,
Aria C. Palaganas
Research Policy Analyst
I Mina'trentai Siette na Liheslaturan Guåhan
(Thirty-Seventh Guam Legislature)
The Office of Senator Joe S. San Agustin
Committee on General Government Operations & Appropriations
Office: 671-989-5445
Email: aria.sensorsa@gmail.com

Phillip Leon Guerrero <phill.senatortmb@gmail.com>

Wed, Jun 12, 2024 at 3:46 PM

To: Aria Palaganas <aria.sensorsa@gmail.com>

Cc: Senator Telo Taitague <senatortelot@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Senator Roy Quinata <officeofsenatorquinata@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, "Office of Senator Amanda L. Shelton"

<officeofsenatorshelton@guamlegislature.org>, "Office of Senator Joanne M. Brown" <office@senatorjoannebrown.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Joseph Mesngon <joe.sensorsa@gmail.com>, Danielle Lubas <danielle.sensorsa@gmail.com>, Michael Merfalen <mmerfalen.sensorsa@gmail.com>

To do confirm.

SYM.

[Quoted text hidden]

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Sinseru yan Magåhet,

Phill Leon Guerrero
Director of policy & communications
phill.senatortmb@gmail.com

Office of the Vice Speaker • Tina Rose Muña Barnes

Committee on Federal, Foreign & Regional Affairs, Innovation & Development, Human Resources & Public Libraries

37th Guam Legislature

I Mina'trentai Siette na Liheslaturan Guåhan

134 W. Soledad Avenue, Suite #411 | Hagåtña, GU 96910 | (671) 989-8762
senatormunabarnes@guamlegislature.org

Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>

Wed, Jun 12, 2024 at 3:46 PM

To: Aria Palaganas <aria.sensorsa@gmail.com>

Cc: Danielle Lubas <danielle.sensorsa@gmail.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Joseph Mesngon <joe.sensorsa@gmail.com>, Michael Merfalen <mmerfalen.sensorsa@gmail.com>, "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, "Office of Senator Joanne M. Brown" <office@senatorjoannebrown.com>, Senator Roy Quinata <officeofsenatorquinata@guamlegislature.org>, Senator Telo Taitague <senatortelot@gmail.com>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>

Hafa Adai,

To Do Confirm

On Wed, Jun 12, 2024 at 3:45 PM Aria Palaganas <aria.sensorsa@gmail.com> wrote:

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Office of Senator

Dwayne T.D. San Nicolas

Committee on Emergency Response, Military and Veteran Affairs, Border Safety and Mayors Council

I Mina'trentai Siette Na Liheslaturan Guahan | 37th
Guam Legislature

Telephone: 671-989-4400

Email: senatorsannicolas@guamlegislature.org

Website: senatorsannicolas.com

Address: DNA Building STE 407/408

238 Archbishop Flores St. Hagatna, Guam 96910

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Senator Telo Taitague <senatortelot@gmail.com>

Wed, Jun 12, 2024 at 3:55 PM

To: Aria Palaganas <aria.sensorsa@gmail.com>

To do confirm.

Si Yu'os Ma'åse,

Create a Great Day!

Senator Telo T. Taitague

37th Guam Legislature

Republican Minority Whip

Vice Chair on General Government

Operations & Appropriations

Suite 309 DNA Building

238 Archbishop Flores St.

Hagatna, Guam 96910

Tel: (671) 989-8356

Email: senatortelot@gmail.com

[Quoted text hidden]

Senator Roy Quinata <officeofsenatorquinata@guamlegislature.org>

Wed, Jun 12, 2024 at 4:02 PM

To: Aria Palaganas <aria.sensorsa@gmail.com>

Cc: Senator Telo Taitague <senatortelot@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Senator Dwayne San Nicolas <sensorsannicolas@guamlegislature.org>, "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, "Office of Senator Joanne M. Brown" <office@senatorjoannebrown.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Joseph Mesngon <joe.sensorsa@gmail.com>, Danielle Lubas <danielle.sensorsa@gmail.com>, Michael Merfalen <mmerfalen.sensorsa@gmail.com>

Håfa Adai,

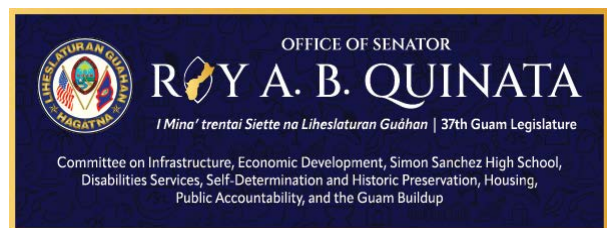
To Do Confirm;


--

Sinseru yan Magåhet,

Roy A. B. Quinata

Senator



 (671)472-4826 (GUAM)



Gumai pribilehu yan konfedensia este siha na mensâhi. Solo espesiâtmente para hâgu ma entensioña pat ma aturisa para unrisibi. Sen prubidu kumu ti un ma aturisa para manribisa, na'setbe, pat mandespâtcha. Yanggen lachi rinisibu-mu nu este na mensâhi, put fabot ago' guatu gi l numa'huyong gi as officeofsenatorquinata@guamlegislature.org yan despues destrosa todû siha l kopian mensâhi. Si Yu'os ma'âse'.

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On Wed, Jun 12, 2024 at 3:45 PM Aria Palaganas <aria.senatorsa@gmail.com> wrote:

[Quoted text hidden]

Senator Will Parkinson <senatorparkinson@guamlegislature.org>

Wed, Jun 12, 2024 at 6:06 PM

To: Aria Palaganas <aria.senatorsa@gmail.com>

Cc: Senator Telo Taitague <senatortelot@gmail.com>, Vice Speaker Tina Rose Muña Barnes <senatormunabarnes@guamlegislature.org>, Senator Roy Quinata <officeofsenatorquinata@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, "Office of Senator Amanda L. Shelton" <officeofsenatorshelton@guamlegislature.org>, "Office of Senator Joanne M. Brown" <office@senatorjoannebrown.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Joseph Mesngon <joe.senatorsa@gmail.com>, Danielle Lubas <danielle.senatorsa@gmail.com>, Michael Merfalen <mmerfalen.senatorsa@gmail.com>

To do confirm

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SENATOR JOE S. SAN AGUSTIN

COMMITTEE ON GENERAL GOVERNMENT OPERATIONS AND APPROPRIATIONS
I MINA'TRENTAI SIETTE NA LIHESLATURAN GUÅHAN

COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on General Government Operations and Appropriation convened a public hearing on Tuesday, June 11, 2024 at 9:00 a.m. in *I Liheslatura's* Public Hearing Room. Among the items on the agenda was the consideration of the appointment of Rose Marie Ayuyu Morales to serve as a member of Civil Service Commission, and whose appointment history is as follows:

- Appointed by the Governor of Guam on May 10, 2024, for Six (6) Years; April 25, 2019 to April 25, 2019, to fill the unexpired seat of Prisscilla T. Tuncap
- Appointment packet forwarded to *I Liheslaturan* on May 15, 2024
- Appointment packet forwarded to this committee for public consideration on May 22, 2024

Public Notice Requirements

In accordance with the Open Government Law, public notices for the Public Hearing were disseminated via e-mail to all senators and all main media broadcasting outlets on Monday, June 3, 2024 (5-Day Notice), a Change 1 sent on Wednesday, June 5, 2024, and on Friday, June 7, 2024 (48-Hour Notice). The public notice was also posted on the Guam Legislature website.

Senators Present

Senator Joe S. San Agustin, Chairperson
Senator Telo T. Taitague, Vice Chairperson
Senator Roy A. B. Quinata, Member
Senator Dwayne T. D. San Nicolas, Member
Senator Joanne M. Brown, Member
Senator Frank F. Blas, Jr.
Senator Christopher M. Duenas

Appeared Before the Committee

Cathy O. Catling, Appointee
Daniel Leon Guerrero, Executive Director, Civil Service Commission
Dr. Sam Mabini Young

Juan K. Calvo, Chairperson, Civil Service Commission
Lillian Opeña Guerrero, Vice President, POET
Ronald A. Ayuyu
Rose Marie Ayuyu Morales, Appointee

Submitted Written Testimony

Daniel Leon Guerrero, Executive Director, Civil Service Commission
John J. Rivera, PhD, Director of HR and Corporate Development, CITADEL Pacific Ltd.
Juan K. Calvo, Chairperson, Civil Service Commission
Daphne Leon Guerrero, People Director, Atkins Kroll, Inc.
Lillian Opeña Guerrero, Vice President, POET
Rose Marie Ayuyu Morales, Appointee

II. SUMMARY OF TESTIMONY AND DISCUSSION

The Public Hearing was Convened at 9:00 a.m.

Chairman Joe S. San Agustin: Good morning. The Committee on General Government Operations and Appropriations is now called to order. Today is Tuesday, June 11th. It is now 9 o'clock a. m. Public notice in compliance with the open government law, the notices for this public hearing were posted on the GovGuam Portal Public Notice Portal, GTA TV Channel 21 and Docomo Channel 117 and disseminated via email to all Senators and all main media broadcasting outlets on Monday, June 3rd and on Wednesday, June 5th and Friday, June 7th.

This morning, we'll be hearing two appointees for the Civil Service Commission, and they are Miss Rose Marie Ayuyu Morales, to be a member of the Civil Service Commission. Term length is six years, April 25th, 2019 to April 24th, 2025, to fill the unexpired seat of Priscilla Tunca. I wish you were just one shot six, but that's okay. We'll deal with it.

And also, uh, of Cathy O. Cartling? Am I correct? Cartling? Catling.

Cathy O. Catling, Appointee: Catling.

Chairman Joe S. San Agustin: Okay, Catling. Member of Civil Service Commission, term length is six years from the date of confirmation. Alright, we'll be hearing those two appointees. And I'd like to, uh, read the rules of engagement. Rules for this public hearing.

Please provide my legislative staff with any documents for photocopy and distribution. If you don't have your written testimonies today, make sure you send it in. That's going to hold up the committee report, okay? Panel members are asked to remain in the room for question and district testimony as may be desired by members of the committee.

Question and testimony shall be confined to the substance or nature of the agenda, which is specifically to the appointees. All right? Personal inference as to the character or the motive of any senator or any individual testifying is not permitted. Any violation of the general rule of conduct will result in removal from the public hearing room.

Proper form and decorum shall be practiced by all present in the public hearing room for these proceedings. Individuals who fail to maintain proper form and decorum will be restricted from participating and will be removed from the room. When you speak, please make sure that the microphone is on that you speak into the microphone.

You state your name and your title for the record. I'd like to acknowledge my colleague, uh, Senator Joanne Brown has joined me this morning. And with that, I'd ask, uh, I have the chairman of the Civil Service Commission and I guess the administrator for also civil service commission to give testimony and I asked them first to provide testimony for the two nominees and then after that, we'll proceed with Mrs Morales first and then Miss Catling.

But after Miss Morales, then her, her... Ron would speak and then after, after Rose, Cathy, then the sister will speak, then we'll open for questions. Okay, so we'll begin with Miss, uh, the chairman, sir, if you can just state your name, just turn on the mic.

Juan K. Calvo, Chairperson, Civil Service Commission: I'm the chairman.

Chairman Joe S. San Agustin: Oh, chairman. Yes. Sir, you.

Juan K. Calvo, Chairperson, Civil Service Commission: Good morning. Uh, Mr. Chairman, uh, Senator Joe San Agustin and also Honorable, uh, Joanne Brown. Good morning to both of you. Um, my name is Juan Calvo, chairman of the Civil Service Commission. I'm here in support of the two Eh, candidate, uh, Ms. Cathy O. Camping and Ms. Rose Marie Ayuyu Morales as the CSC Civil Suicide Commission Board.

(PLEASE SEE PROVIDED TESTIMONY FROM JUAN K. CALVO, CHAIRPERSON, CIVIL SERVICE COMMISSION)

Chairman Joe S. San Agustin: Thank you Mr. Calvo. I apologize for not recognizing you as the chairman. I remember working on my case, but that's okay. We'll, we'll work it out, sir.

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Good morning. My name is Daniel Leon Guerrero. I'm the executive director of the civil service commission. I'm here to testify in favor of the nomination... of two nominations here. I'll start with, uh, uh, thank you, Honorable Senator. Thank you, Joanne Brown for being here and thank you, um, for giving

us this opportunity to provide testimony regarding the nomination of Rose Marie Morales to the board of the Civil Service Commission.

(PLEASE SEE PROVIDED TESTIMONY FROM DANIEL LEON GUERRERO, EXECUTIVE DIRECTOR, CIVIL SERVICE COMMISSION)

I also now would like to testify for Cathy Catling.

(PLEASE SEE PROVIDED TESTIMONY FROM DANIEL LEON GUERRERO, EXECUTIVE DIRECTOR, CIVIL SERVICE COMMISSION)

Chairman Joe S. San Agustin: Thank you, sir.

Rose Marie Ayuyu Morales, Appointee: I'm up.

Chairman Joe S. San Agustin: You're up. Ms. Rose.

Rose Marie Ayuyu Morales, Appointee: Thank you, sir.

(PLEASE SEE PROVIDED TESTIMONY FROM ROSE MARIE AYUYU MORALES, APPOINTEE)

Chairman Joe S. San Agustin: Thank you. You're next.

Ronald A. Ayuyu: My name is Mr. Ronald A. Ayuyu. Um, I'm here in support of my sister, Rose Ayuyu Morales, and also Ms. Cathy. Uh, this nomination is very critical for Civil Service Commission. Um, if we're having members that are, um, lacking, we really need these two nominations to fill that. Because things are, civil service has a very serious things that needs to be complete with the missions that hear the people's and the employees issues.

Um, I'm here to, to support these two people here is asking you, Senators, is to please, um, give this opportunity this... two nomination to go forward and also, uh, consider to put them on your session for confirmation because reading the newspaper, it's really makes me feel that this is a very important.

That's why I'm here is because on the newspaper article that I see is that this denomination now will fill that gap and it's very critical, Senator, that we fill this position as a viewer, as a public viewer outside and seeing all the information that's coming out. I came here today to support these two nominations for you, Senator, Mr. Chairman, um, and also Senator Nicolas Senator, Senator Joanne Brown, Senator Duenas. I ask your humbly support for this to a nomination for

civil service commission. It's very critical. I will not speak so much for my sister because she already speaks a lot about herself, but I'm here in support for her and their family. Thank you.

Chairman Joe S. San Agustin: All right. Thank you. Um, thank you for recognizing my colleagues that have also joined us, Senator Duenas and Senator San Nicolas. Now we'll move to Cathy and we're going to have one more testimony after you're done, the two of you from former Senator Sam Mabini, after the two, after the two. We'll do the two first. Cathy.

Cathy O. Catling, Appointee: Si yu'os ma'ase. Buenas yan hafa adai, Senator San Agustin, Senator Joanne Brown, Senator Dwayne Nicholas and Senator Duenas. Um, and all the individuals that are here supporting our role in this in this commission.

(PLEASE SEE PROVIDED TESTIMONY FROM CATHY O. CATLING, APPOINTEE)

Chairman Joe S. San Agustin: Thank you Cathy. Lillian.

Lillian Opeña Guerrero, Vice President, POET: Hafa adai. Good morning, Senators, San Agustin and Committee on General Government Operation Appropriations and Housing. My name is Lillian Opeña Guerrero. I'm here to testify on behalf of my sister, Cathy Catling's confirmation hearing. First of all, I'd like to thank the Honorable Governor of Guam, Lourdes Leon Guerrero, Lieutenant Governor Joshua Tenorio for appointing my sister Cathy Catling to the Civil Service Commission board. It is with immense pleasure to assert, to testify on behalf of my oldest sister Cathy, fondly known as Baby, a given nickname by our great uncle Santiago Sahagon Santos Familian Bali Tres and Taotao Toto. Cathy has always been the rock that holds our family together.

Despite her absence in Guam, her devotion to our seven siblings has been immeasurable. A promise she had made to our parents, being the oldest. After finally coming home, Cathy's commitment to our siblings has gone beyond at the call of duty. At every given day or night, Cathy will always be there in time of need, be it delivery of food. Cleaning their houses, arranging transportation, or keeping company to our sick brother and sister who was stricken by cancer.

Also, helping other people, a complete stranger from the Philippines, to transport them to and from the Cancer Institute of Guam. Cathy holds no boundaries. When a person is in need of assistance, Cathy volunteers. She volunteered for the Guam American Red Cross for many years as a CPR trainer to this day.

Cathy tirelessly effort, efforts during the super typhoon Mawar was one prime example. Spearheading communications, logistics, food delivery, vendors, and needed essentials between

the Red Cross and the offices of the mayor. She was a driving force assisting people throughout the island, who were adversely affected by typhoon Mawar.

Despite her hectic schedule, while we were stranded off island, unable to come back to Guam through military flight, Cathy's limitless effort driving to and from Yona to Yigo to help my son who's on remission with cancer, and who was emotionally affected by super, super typhoon Mawar while we were off island for medical reasons.

After 30 years as the flight chief. For the U. S. Air Force child and youth programs on numerous military air force bases around the world and last, with Kadena Air Force Base in Okinawa, Japan. Her vast experience as a flight chief, wearing countless hats and performing an array of duties from personal training, evaluation, EEO standards. Cathy graduated earlier than expected from John, John F. Kennedy High School in 1969, bound to pursue her degree in social work in the state of Washington, along with four other CHamorus all successful in their career, not to mention her mali. Judge Anita Si Cola, Go Cougars. She holds a bachelor's degree in social work from Pullman, Washington and was an adjunct pro, professor for GCC childcare development and instrumental connecting caregivers with the USDA funds.

In closing, I hope this testimony validates Cathy's exceptional character in giving, inafa'maolek making things better, a core value of a CHamoru culture. Yan dangkolu' na korason na palauan, a woman with a big heart. Her tribute stem from our parents, mom and pop's loving upbringing. Cathy returned home to the island where she and her husband David, so loved, and her two boys and her visiting grandchildren that she brings home every year after her granddad, granddaughter, Gypsy, graduated with her bachelor's degree in behavioral health in Arizona.

As you can see, she has a full support of her family here. She and her husband bought a home and now resides in Yona with Cathy's background in EOM personnel. I encourage Cathy to impart her expertise as a board member with the Civil Service Commission. Despite the hard work, the commission entails twice a week, cases after cases, extended hearings.

We both witnessed firsthand the proceedings that can be intense with the Civil Service Commission. They hold no bounds. This commission is very important. My husband serves as one of the commission board members and believe me, When one is down, there's no quorum. So you have four people going through the civil service commission, the hard work that they have to, um, make decision makings, you know, cases after cases.

This morning, Ms. Attorney Jacqueline, uh, uh, Terlaje had spoke about the civil service commission's hard work and all the cases that are affecting our government workers being terminated. You know, and that's disheartening as a government worker after 25 years. You

know, we have rules in place, but this commission has made it an attempt, has made it their effort to make sure our employees are given that right.

We witnessed firsthand these proceedings can be intense, but it did not sway Cathy. She was committed. I strongly believe Cathy's contribution to the civil service commission will hold no bounds and no doubt be an asset to the board commissioner. And a personal note, when Cathy turned 70, she went on a tandem jump twice in Hawaii.

Thank you, senators. Thank you. Si yu'os ma'ase yan si yu'os un benadesi todos hamyu gi legislature.

Chairman Joe S. San Agustin: Thank you, Lillian. Uh, Senator Sam, You'll be the last one testifying.

Dr. Sam Mabini Young: Thank you, Senators. Thank you for having us this morning to testify on behalf of the nominees. I'm here this morning to support the nomination of Miss Rose Morales, and I'm speaking on in the capacity of a former secretary of the Department of Labor director, as well as being a workforce development researcher.

Um, I have Rose since her term working on the Guam Workforce Development Board when she was also the SHRM President and also working hard with ESGR. I know, and I think we all know here, that it's very difficult to find willing and qualified professionals to step into these public volunteer roles. So I think we're very, very fortunate to have Miss Morales, uh, step up and be willing to serve, especially with her caliber, with her caliber, um, to serve on the Civil Service Commission board.

I believe that she will be an extremely valuable addition. I know I've always known her to be very passionate about employees. Um, the, the, the policies behind, uh, running an organization with employees and, uh, and of course organizational success. And I know we're now talking about public sector and, uh, I, I don't believe there's a big difference.

There's policies, um, that are in place and, um, I know that she would be, um, a great addition to being able to help, um, help people, uh, go through the Civil Service Commission, um, processes. I also like to say that I commend her for her willingness to always expand her knowledge, um, and skills when it comes to HR and workforce development.

So, given all that, her professional knowledge, her certifications, her practical working knowledge on HR Policies and HR Management will be an added, um, contribution to our commission to the people of Guam. I myself have turned to her many times, um, because I believe that she's one of the best subject matter experts in HR, so I do recommend one. One thing I would ask is that, um, I hope that in her capacity and the other, members that they

would help maybe start making recommendation and improvements in our public sector HR policies. So again, I highly recommend Miss Rose Morales to the Civil Service Commission board.

Si yu'os ma'ase.

Chairman Joe S. San Agustin: Thank you. I like to also recognize colleagues that have joined this morning senator Telo Taitague and senator Frank Blas, you know Thank you ladies for accepting the nominees. I'm just surprised you're not being nominated to be a director or deputy director somewhere. You know with the background you ladies have and I understand where it's coming from, aim high Air Force.

You know, Uncle Frank back there is like now Army Strong First. That's okay. But we understand. The Army is the senior branch of the United States Armed Forces. So that's okay. Okay? But, but moving along, you know, uh, I never doubted, uh, testimony coming from Civil Service. Because I've, I've been through the Civil Service.

Challenges with the administration. Not this administration. But over 20 years ago, when I challenged the administration then. So I know what the civil service goes through. And I know that I'll be speaking to the chairman and the executive director. Some of the laws that changed then, that kind of took some of the strength the civil service commission had, was taken away.

That needs to be seriously considered and be restored. But for the two ladies, thank you for your nomination. Your background speaks for itself. You have my full support, and I'd ask now the rest of the, uh, my colleagues to speak. And I'll begin with Senator Brown, followed by Senator San Nicolas, and then we'll just go based on the order of the, my colleagues that have showed up.

Senator Brown? Ma'am?

Senator Joanne M. Brown: Thank you very much, Mr. Chairman. Certainly welcome to both of you. What an honor. We don't always get, uh, nominations that have such impressive backgrounds and your women, uh, on top of that, that's plus plus and plus again. You know, I, I'm, I'm, I'm always critical of nominations to the Civil Service Commission and having, gosh, now 36 years in the government of Guam, in the legislature and, and running several operations in the government.

I have a like and dislike of the Civil Service Commission. And the reason I do is because, you know, we'd like to think that every employee that gets hired in the classified service is qualified. And they meet the requirements and they're hardworking individuals. And that when they

come before the civil service commission, because they've had an adverse action or they've been terminated, we'd like to think, Oh, well, you know, we have bad management.

Management is terrible. And having myself been in management, I know that's not always the case. There's tremendous abuse in the government of Guam. And I say that after all these years of experience. I was once, you know, young, idealistic, thinking, you know, oh, you know, bad things are the exception, they're not the rule.

When you're, Ms. Morales, when your brother Ron and I used to walk in these halls 41 years ago in the Guam Youth Congress, and we go back that far, Um, I used to think that, and then I started working for GovGuam. And then, and it still happens up to today. I've sat before the civil service commission, bringing cases of employees that I know have violated the law.

And I've seen them cry before the civil service commission. I've seen them talk about, oh my goodness, I have a family. All of a sudden I have to take care of, and I've seen the commission be influenced. I've seen the commission. I've seen a commission member who has a pre written statement before cases even presented.

And when I see that kind of abuse, and when I see the level of influence that politics has on Guam. I'm bothered by it. I'm personally bothered by it because I worked very hard all my life through my academics and all the work that I do and whatever assignment I've been tasked to do my very best and I don't kiss up.

Yet, there are a lot of our own people that do that to get a job, to get a favor, to get a promotion, and that abuse continues. And I'll tell you, it's very demoralizing to the hardworking employees in this government. I can, I don't need to go to every agency. I see the signs, I see the symbols, I see the frustration.

And it's not right. And I'm bothered by it. And I'm bothered by it when I go to the Civil Service Commission and I see that very same thing happen there. Now it doesn't mean it's reflective of you or the existing board because it's been a few years since I've done that. But I wanted to ask each of you because that's my concern.

And from your backgrounds, you're highly professional individuals, you yourself are very accomplished. I'm sure you don't like seeing abuse either. And I'm sure you can see it and sense it when it's there. But I'll tell you, it's very prevalent in the government. I'm not here to sugarcoat and pat everybody on the back and say, yay, because I, I want to see better.

I think we can do so much more. But I'll tell you, the abuse does not stop. The greed does not stop. Um, the hunger for power even is bothersome. We have employees in this government that have managed to get themselves into high positions of influence. And when I see that they

don't disclose their relationships, I've seen, I've seen commission members not disclose their relationships.

And we're all, you know, we're a small island. We're probably all either friends or relations or neighbors. But sometimes you need to act ethically, and that's not the standard either. I've sat, commission members have sat there and never disclosed their relationships that would influence their decisions.

So I, I, I bring this up because I want you to seriously think about this because it's, it's not an easy job. And I also want to make sure in asking you, are you going to be influenced? Because I, politically, I don't worry about somebody telling me. I'm nobody's puppet. I'm not, I don't run for office for somebody else to tell me what to do.

My mom still does, that's okay. But beyond that, and it's hard to be strong because you're going against the tide. You know, everybody wants to be part of click and the group and, you know, we want to all be together. And sometimes when you see it's wrong and you speak up, you're not popular, but you know what?

Right is right and wrong is wrong. There's some things that are just not acceptable. especially when we're using the people's resources and the people's money. So I wanted to ask you first, Miss Catlin, what are your thoughts on that? Are you, are you someone who is going to be independent? I see your brother in law serves from what's been relayed on the commission.

Are you going to be able to make independent decisions to ensure that you look at the information provided to you and make your own decision based on your expertise and your review of the cases before you?

Cathy O. Catling, Appointee: Senator Brown, I really appreciate your question. I think what I would hone in on is I have the honor and privilege of being away from Guam for so many years.

I left Guam. The last time I left Guam was in 2004. And when I came back in 2020, it's been 16, 17 years. The beauty of this is I don't know anybody here. You know, even my family members have to tell me who my family members are because I really don't know. So with that fact, you know, with with not knowing and and you're absolutely right.

When I came back, I was really, I guess I shouldn't be surprised or amazed by what's happening politically because same is same as right when I left here, things really haven't, to me. And this is not a personal attack on the Legislature. Things really haven't changed that much. And my role, if given the opportunity, is to be global.

I've always been global in my thinking and making sure that I don't get emotionally attached to any of these issues that come up through the government of Guam. What I used to tell my staff is when you're in this role, especially if you're in a leadership role and people are throwing daggers at you, just put a lot of Teflon coating and let it slide off your back because you can't make concise decisions, when you're affected by the people in front of you who are asking favors, which as you can tell by my testimony, the air force core value number one is integrity first. And I've always held that in my personal and professional life. So regardless of who you are, whether you're my mali or whether you're my, you know, friend, best friend, it's going to be a very global decision.

Best interests on behalf of whichever party provides the conclusive evidence to me. And when I was working with the military, there were many times I've had to sit in on the general's office or my colonel's office asking me questions about situations like this, you know, so to be very frank to the legislature's here and the senators here, in order to the commission, for the commission to be successful, you have to be open globally and you cannot have any intimate relationship or draw favors because I see that a lot people drawing favors. Hey, you know, I scratch your back, you scratch my back kind of thing. I'm not that type of individual.

And as my sister Lillian said, my father raised his eight children to value one another, respect one another, be humble and care for people. And for me, that's my upbringing. And hopefully what I bring to the commission is caring for the people, caring for the employees of the government of Guam, but also thinking logically what's in the best interest of the government of Guam, you know, and do the right thing.

You know, there's a saying, do the right thing, even though when someone's not looking right when no one's looking. So I hope that, that to me would be beneficial to the island of Guam and I'm ready. Uh, to give back to the community.

Senator Joanne M. Brown: Well, I appreciate your response. I mean, there's a need for that. There's a need to balance because it's, you know, I wish things as years go by get better, and as you mentioned, a lot of things don't change.

And, and we're to blame for that as a community because people benefit from wrong things happening. There's always somebody benefiting from it, and it's bothersome to me when it's our own people doing it to our own people. And I, I, I pride in people that work hard for it. I have no envy of anyone who's worked hard to accomplish and do whatever they accomplished in their life.

I think that's wonderful. What I hate to see is when people abuse the system to benefit themselves. When they have not earned it, that bothers me. That's one end of the spectrum. The

other end of the spectrum is the political influence. And where you do have sometimes abuse by leadership and directors on employees.

Especially employees that don't bend to the political wind. And then they end up getting harassed, they end up getting targeted, they end up sometimes getting adverse action to get threatened. They end up being used as the example, so that if other employees want to dare challenge them, well, look what we did to this employee.

We terminated this employee. You want to come up against me, you're next. And what I hate to see is that abuse. It happens. It's happening now. It'll probably continue to happen. But what I would like to see is that there's proper consequence. If someone's abused their position, then by all means, hold them responsible.

If they've been abused by leadership and they're deserving of their position, then by all means make the proper decision. Because there's just too much of the nonsense going on, and it hasn't lessened over the years. I wish I could say it's getting less, uh, but you know, we raise our children to work hard, get educated, and then tell them, you know, every opportunity is there for you, till you come back home and try to work here in the system, particularly in the government of Guam.

And I, I think the continued demoralization that happens to the rest of the employees, they give up after a while. They go, why should I work hard? When somebody else walks in who's less qualified than me because they happen to be connected to somebody, then they're my supervisor telling me what to do and they don't even know their job.

And that's the kind of nonsense we need to see an end to. Because we need an inspired and encouraged workforce because we're nowhere near working to the potential that we have. But when you encourage and support people, I'm sure you've seen that in your career, you see how they flourish, you see how they continue to grow, you see how they continue to want to do more.

And that's what I think our people would like to see. So I appreciate, we know your son, dynamic, energetic, positive, at least we know where it comes from, I'll tell you, it's, uh, I'm sure you're very proud because, uh..

Cathy O. Catling, Appointee: Well ma'am, the apple doesn't fall far from the tree.

Senator Joanne M. Brown: No, in your case it doesn't.

Cathy O. Catling, Appointee: But I have to give credit to my husband, Dave Catling, but, uh,

Senator Joanne M. Brown: Oh, wonderful.

Cathy O. Catling, Appointee: Yes, thank you.

Senator Joanne M. Brown: Wonderful. Ms. Morales, for you, I wanted to ask you the very same question. What's your thought? I'm, I'm very appreciative of your background, particularly with SHRM. Um, that you're bringing that to the table. I want to get your thoughts on that. I'm sorry to relay this, but you know what, sometimes you just got to say what you got to say.

Rose Marie Ayuyu Morales, Appointee: Yes.

Senator Joanne M. Brown: Uh, particularly for the civil service commission, because I want to see that level off because I'm, I'm wondering, you know, do we need to change the civil service commission? Do we need to restructure? Do we need to get rid of the vote of four that it has to be an overextending because I'm not for protecting the individual at the expense of the group.

To me, the community is a bigger part of the mission is a bigger priority and we're all parts that contribute to that. And that's that's not been how things have been for quite a number of years with the commission. So I wanted your thoughts on that.

Rose Marie Ayuyu Morales, Appointee: So, um, great question, Senator Brown, and a very similar story to Miss Cathy.

Um, I left Guam, um, not soon after graduating high school in 1987, around 89, 1990, was gone for 24 years, but always had this yearning to come back home, um, always called Guam home. Home is wherever you land, right? For us, it was in California. My husband was in the Air Force, retired Air Force. We followed his career, and when he retired, you know, I've, again, always had this yearning to, to come back home.

Find a way to make Guam better, right? Bring my talent, bring my skill set so that I can, you know, make the island better. So when I had the opportunity and was recruited to come back in 2012 to head up the HR department for GTA, my husband supported me, we jumped at the idea, and was here for seven and a half years.

And I, again, asked the question, what can I do to make Guam better? I became part of SHRM, uh, very candid in the conversation when I was asked, why wasn't I part of the SHRM Guam chapter and was very honest about why, right? I didn't see the value. I didn't see how, um, I was going to learn and grow from being part of that.

And the director at the time said, put your money, put your money where your mouth is, be part of that change agent to make it better. So sure enough, I, what do you do at that point? Right? So I, became part of the board and made that change. And, um, I have some of my former board members that are here from SHRM and saw us go from an organization that had maybe 50, 60 members to over 200 by the time I was done with my three year term with, you know, attendance of 200.

Plus, at every, you know, almost every session that we had. Positive change to make Guam better, right? I focused on the HR community, and then I was appointed to sit on the Guam Workforce Development Board. At the time, it was Governor, um, Calvo. Um, I'm, my party, I don't, I don't look at party lines. I look at what can I do to add value to what it is that they're asking me to do, right?

It was Governor Calvo, now it's Governor Leon Guerrero. I want to do what I can to make the island better. I am a person that looks at all the facts, um, I don't listen to, you know, he said, she said, I want to hear everything. I want to see the facts before I make my decision, because I know that decisions and recommendations that I make are going to affect the individual, whether it's the business or whether it's that person that's going to have the ability to support him or herself and him or herself's family.

I also, um, I'm not opposed to recusing myself should there be a conflict of interest because that's the biggest thing. I'm not afraid to go to the president of my organization, my senior executives, and tell them this is what I discovered during the investigation, here are my recommendations. It's up to you now to decide which path you're going to take, but here's where I'm at.

And we can agree to disagree, but I know where, you know, um, my independent judgment, um, what my recommendations are. And I have no problems doing that too as well, sitting on the Civil Service Commission. I've done that with every organization that I've been part of. Again, looking at what is the best thing and the right thing to do.

Senator Joanne M. Brown: Ladies, I'm very, very pleased. It's refreshing. Oh my goodness. What a rare day, uh, to hear your testimony and I agree with our chairman. I, I hope that there are other opportunities available for you with your caliber and your experience. Um, that you can contribute back to Guam. I appreciate your pride in your island.

That's why many of us are still here trying, fighting. Uh, you know, we want to see things better. We have, there's no reason we can't have it better. There's no reason we need to abuse the system to succeed. I think we all have an opportunity to succeed. We just have to work harder. So I, you certainly have my support.

I'm, I'm very pleased with your background, your testimony. I look forward to you leveling things off and doing good things in the Civil Service Commission and wish you both continued success. So with that, thank you, Mr Chairman. Thank you to you and your friends and your family for being here to support you.

It says says an awful lot. So thank you. Thank you, Mr Chairman.

Chairman Joe S. San Agustin: Thank you, Senator Brown. And Cathy, I'm not going to fault you for moving to Yona, even though your sister's in Yigo, and you're from Dededo. Okay, so we'll just leave it at that.

Cathy O. Catling, Appointee: Sir, my heart is still with Dededo.

Chairman Joe S. San Agustin: Good, good, good answer, good answer. Thank you. Alright, uh, Senator San Nicolas, uh, you're up. And then you'll be followed by, uh, Senator Duenas.

Senator Dwayne T. D. San Nicolas: Mr. Chair. Uh, you know, I echo both their sentiments. I see that you both have your, you know, uh, uh, wonderful, uh, resume. And, uh, I, you know, I think, um, I don't know why they didn't offer you director positions. Um, with you, Ms. Catling, you, uh, um, you certainly have, uh, I think both of you have, uh, diversity and cultural, um, uh, competence. I also see you both have leadership roles. Wonderful, uh, education and background and really great experience. Um, I, when I, when I hire people at my office or in my business, I always ask for integrity, honesty, and compassion.

That's all I ask. And, uh, I just want to let you know that, you know, if you get this job, that you act honorably, that's all I ever ask. Um, and, and, uh, administer the rules and the regulations of the civil service commission and bring justice to the individuals who may be wronged in some way, but also uphold the integrity of our, of our government.

That's all I ask. But, uh, you, you both got me at hello. So, you have my support. Thank you, Mr. Chair.

Chairman Joe S. San Agustin: Thank you. Senator Duenas.

Senator Christopher M. Duenas: Si yu'os ma'ase, Mr. Chairman, and I have to echo what's been said so far. It's, it's a very proud day today for both of you, Miss Catling and also Miss Morales to have accepted the honor of the governor's nomination.

And you both come with some extreme, the exemplary education and as well as experience. So certainly, um, you know, I'm glad you accepted the nomination. You know, I've sat on both

sides of this. Um, I've been a director, and I've dealt with these situations, and I've been before the Civil Service Commission many times.

I've worked in areas where it's very sensitive jobs, particularly as a Director of Youth Affairs. I've won cases, I've lost cases, I've settled cases. I wanted to just share with you that, uh, as my good colleague Senator Brown mentioned, I've seen the ugliness of politics on both sides. I've seen abuses, but I've also seen abuses from management.

And this is really where you're going to have to, uh, I wanted to share this with you because this is really where the rubber is going to hit the road, uh, from my perspective. And I'm so glad that both of you have worked in organizations where there is a structure that is clear in terms of evaluating performance and evaluating duties and responsibilities that exist on both sides.

One thing I wanted to share with you is where the government loses a lot of cases, is that when they don't exercise that fine discretion of progressive discipline, when they can see that there may be times where either there's a shortcoming on both sides. A good friend of mine who helped me through the process of understanding going before the civil service commission and doing what was right when it came to what management believed that came to its decision on the disciplinary action was when you have an individual who has either not respect or ill intent for the organization.

Sometimes when you give an order that would be a suspension or something along the lines, that individual really it's not a good fit. They'll mess up again. But the opportunity is make sure that you put everything in place that you can to ensure that management and employees are both understand and responsible because serving in the government it's a privilege.

You're serving the people of Guam. You're serving taxpayers that work very hard for their money that require the services and demand the services that their hard earned taxpayer dollars pay for. So I just wanted to get one thing from you because there's no question in my mind that I will be voting for both your nominations.

And I hope they come to the floor quickly because that's Mr [Inaudible] said, uh, you know, I'm sure you're aware of the critical nature and what you're walking into with regard to membership as well as cases before the commission. But I just wanted you to, both of you to share with me just one piece of your experience with regard to that balancing act of understanding within training and organizations and otherwise of understanding, you know, how to come to a clear and concise decision that's balanced and understanding the full scope of what's before you.

Rose Marie Ayuyu Morales, Appointee: So, um, for the question, Senator Duenas. It's no different in the private sector, right? Progressive discipline is something that, you know, we

also follow and important to reinforce. Whenever I get leadership come to me and they say they want to move forward with a corrective action or move forward with a termination, going from zero to term, um, you know, I, I first want to evaluate and understand what have we done to get us to this point, right?

If we don't document, if there's no documentation, there's no conversation, We really don't have anything. So this is where we start, right? If there's no documentation, you as a leadership have that responsibility and you know that, right? We train leadership to manage the documentation part of it, understanding the progressive part because, um, we also need to make sure, right?

For, at least for me as an, as the HR, you know, uh, professional and leader for the organization that I work for is I have to find that balance between, taking care of the employee and taking care of the business, right? Are we going to be prepared to go in front of a judge, um, should they sue us for wrongful termination, right?

And I always say, not during my watch. I need to make sure I have everything, um, and we have our I's dotted and T's crossed. And if we don't, then I'm sorry, Mr. Manager, but we're gonna have to start from here. Right, and so I would, I always take that approach when I'm looking at, now if we have the progressive discipline process and we are on top of it, you know, you, the situation happened today, but you're trying to correct the behavior a month later, not going to work, right?

We need to be, um, current and, and, uh, and, you know, hit it right on, you know, right at that particular moment and document it so that we can move the process a lot quicker, um, and knowing that. No. With that said, also as well, you sometimes have to make those decisions to go from zero to termination depending on the situation, right?

So I definitely need, you know, to understand everything first, um, read all the policies, um, you know, do what I need to do to ensure that whatever my recommendation is at the end of the day is the right decision because at the end of the day, too, I want to be able to sleep at night. Because I am affecting someone's ability to, again, support him or herself and their family.

Uh, and if I know that I've done everything that I can to help through that situation, and I've made the best recommendation based on all of the facts and the policies that we have in place, then I'm okay with making the decision to adversely affect someone, or to go against leadership to say, sorry, we can't, we can't make it happen today, and here are the reasons why.

That's what, I've done that... for the 25 years of my career.

Senator Christopher M. Duenas: Thank you, Miss Catling. Please share your thoughts.

Cathy O. Catling, Appointee: Yes, sir. Thank you. Um, I just piggyback on Miss Morales, a statement there. The beauty of me working in federal service as you know, the military protocol is pretty stringent, so it is pretty cut and dry when things happen with personnel.

And it doesn't matter. As you heard, GS employees, non appropriate employees, local national employees. I also have military members working for me. And so, with that said, I've been involved in command directed investigation, where we have to be very judicious in our decision because it not only affects the military career, it affects the people that surround that military member.

And so with that said, one of the things that we, I tell my directors, document, document, document. I learned that from one of the colonels I worked with in Torajón Air Base, Spain when there was an issue with personnel. And he asked me, Cathy, what do you have? What evidence do you have to support that this employee did this?

And I said, sir, you know, I'm scratching my head. I was still young at the time. He goes, Cathy, let me give you one word of advice. Document everything. And as you know, memo for record or these MFRs are very critical because they actually hold legitimate evidence when there is a case. So with that said, you know, as I mentioned earlier, you need to think globally, but you also just like Miss Morales said, I need to be able to and I always tell myself I need to be able to go to sleep at night because whatever decision I make is going to affect those people whose decisions were based on my decision.

And so, you know, with that said, and like, you know, Senator Brown said, you know, I see the abuse of power here in the government of Guam and it's very unfortunate because I get I get very emotional when I hear and see things that affect the people of Guam because we're here to protect the people, but we're also here to protect ourselves.

And so with that said, you know, being driven, uh, and working for the military, I gave, it has given me, uh, an eye opener and to be able to see the value of the world and to be able to consider what's happening on the island of Guam. And to me, that's going to be an attribute, I think, that She and I will hold true to this commission.

Senator Christopher M. Duenas: Well, ladies, I certainly am extremely comforted and I'm going to be proud to cast my vote for your nomination. Um, as an individual who has a license that's attention to merchant marine officer. I know exactly what you're talking about. That comes down to, if it ain't written down, it didn't happen. And so the bottom line is, I think I concur with Senator Mabini that, you know, uh, in in your journey with this group, um, I, I would encourage that as well to, to maybe come up on your time when you're not deliberating cases with recommendations if you see where there are shortcomings with regard to systemic change.

Um, and I, and I, in closing, I think everything that you've brought to the table in terms of your evaluation process and what you're going to bring to these cases, when this environment exists. That's where we make the change in government because when we have that full blown balanced approach where you can see You know through every corner and every nook and cranny of what's going down and how an important documentation and the disciplinary process is.. I think most people we put on notice that nobody's getting away with it whether your management or an employee you're here to serve do your job serve the people and take care of your families Thank you Mr. Chairman.

Chairman Joe S. San Agustin: Thank you Senator Duenas. Senator Telo, I'd like to also recognize another colleague that joined us, Senator Roy Quinata. Senator Telo, any questions for the panel?

Senator Telo T. Taitague: Thank you, Mr. Chair, and good morning to my colleagues. But most especially, good morning to two women who I think are very strong and not intimidated because you're here in front of us.

I'm hearing that a lot of people don't even want to sit on commissions because they're afraid now of coming to the legislature and being drilled. And that's our job. It's our responsibility. We're putting you in a position. People are looking up to us to make sure we ask the hard questions. So it's not personal, but first I want to say Biba Air Force.

You know, my father was in Air Force, you know, my brother in law's in Air Force, so sorry about this cheer. I know you're Army, but you know, Biba Air Force. Yeah, but Air Force integrity, you know, morals, ethics, and that's exactly what this job is going to entail. I apologize for being late, but I heard every word you said.

I'm listening on the, on my, uh, on YouTube because it's live. I heard the testimony from the, uh, director as well as the chairman as well. Um, I, I do want to ask, there's still four members on the board, correct, uh, Mr. Director?

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Yes, we do.

Senator Telo T. Taitague: Still four. And how many more, um, this, you need six? Or a seven?

Daniel Leon Guerrero, Executive Director, Civil Service Commission: A total of seven.

Senator Telo T. Taitague: Seven. Right. So this will cover..

Daniel Leon Guerrero, Executive Director, Civil Service Commission: This two would really help out.

Senator Telo T. Taitague: And then one more.

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Yes.

Senator Telo T. Taitague: Right. And, and the voting is required. What is the voting requirement in order for, um, any, uh..

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Four votes to carry?

Senator Telo T. Taitague: Um, uh, can you speak directly into, I know it's, it's kind of hard to hear. I know you're soft spoken.

Daniel Leon Guerrero, Executive Director, Civil Service Commission: It requires four votes.

Senator Telo T. Taitague: Only four.

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Yes.

Senator Telo T. Taitague: The rule of four.

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Rule of four is correct.

Senator Telo T. Taitague: So if one of you that's been sitting there doesn't vote, then it doesn't get through. Is that how it works?

Daniel Leon Guerrero, Executive Director, Civil Service Commission: Yeah.

Senator Telo T. Taitague: Okay. It's unfortunate. You know, I, uh, messaging communications that come to the Legislature, uh, brings your cases forward to us. And I, I read them.

I've been reading them. Since, you know, 2019 and, um, I look at your website, too, as well, and I want to commend you on your website because whenever boards, uh, commissions come and the director comes, I ask about the website because it's very important and request that the, uh, the appointees to pay attention to the website because transparency and accountability is so important.

I mean, if you get, if you had that to the forefront. You have everything, you know, you answer to the people of Guam. This position, which I don't think any of you have worked for the government of Guam before, right? That's going to be a little bit different for you. None of you worked for the government of Guam.

Cathy O. Catling, Appointee: Yeah, something that didn't show up in my resume. I actually worked at the legislature, uh, when I was 19 before I, Anita Sikola and I went to Pullman Washington. So I worked for Senator Paul Bordalio and the esteemed Senator Richard Taitano, who was my mentor. So I did work for the legislature for such a short period of time, I think it was like four months.

Senator Telo T. Taitague: Rose?

Rose Marie Ayuyu Morales, Appointee: I've never worked for the government of Guam, but my husband is retired Air Force, so from a federal, and works for federal government today, but never, purposely never worked for Gov Guam.

Senator Telo T. Taitague: So you, you two have a lot of homework. A lot of homework. It is different from the private sector. I've been in the private sector most of my life, and it's very different.

But it needs, it needs to change to the betterment. I mean, all my colleagues had great things to say, but there's a lot of homework that's going to need to be done. One of the things I'm asking the two of you to do is, whenever somebody comes in front of you for a hearing, that employee, can you look into the background exactly how that employee was hired in the first place?

Many times, They don't do that. Commissioners don't do that. They don't care how that person was hired. And that just takes down the morale of every department and agency getting jobs because, you know, they have the right last name. Or they're waived on the side of the road during an election time. Or donated, you know, to a 500 ticket.

So, please, look at that, look how they were hired in the first place. That's gonna tell you quite a bit about the case at the very beginning. The one thing I ask you to do as well is to keep an eye on each other, all the other board members. My door is always open. Senator Brown is, you know, always advocated for corruption, you know, in our government, to stop corruption.

So, I know her door is open as well, and if you have anything that you want to tell us, please, in confidence, please come to us, because we want to hear it. We want to know what's going on. I've been reading some of the cases, and to tell you, quite tell you, I'm shocked. Some of the, uh, votes, So with you two ladies there, I, I too, I'm confident, like my colleagues said, I'm confident, confident of your ethics, your morals, just listening to, I, I listened to, um, your testimony when

I was driving in and, um, you have a lot to offer as well as you and, and your son, oh my gosh, I can't tell you how your son has so much morals and ethics and good standing and is just a good hearted person.

And that's always a reflection of the parent. For a person like that, you know, he's, he's very lucky to have you as a mother. I lost my father last year and you know, he taught me as much as, as he could before he left and instilled a lot of good things in me. And I see that your son took a lot of you and he's very lucky to still have you.

I do have, um,

Okay, uh, never worked. Yeah. Okay. Has any of you taken any ethics workshops?

Cathy O. Catling, Appointee: In the, in the military, that's a given. We have to take ethical, uh, training. It's a requirement for supervisors, but it's also a requirement for all our employees and more so for supervisors. They do this every other year. So if you look at my training records, you can see how many times the Air Force really is, it's stricken with, with that particular training. It's very, very important because no different than in the civilian sector, you do have ethical issues with the military. And so that's a given with ethical.

Senator Telo T. Taitague: Rose.

Rose Marie Ayuyu Morales, Appointee: Yes. Um, I have both when I served on the workforce development board, had to go through ethical training and then, um, with SHRM as a volunteer, we have to sign an ethical statement.

And then of course, uh, I've always worked in the private sector for, um, Telecommunication that is managed by FCC. So we always had to take ethical training every year. Um, so that was definitely something that was a requirement for us as well.

Senator Telo T. Taitague: Okay, you will have to take it again. Government of Guam ethics is a little bit different from the private sector.

So please, the first thing you need to do is take that ethics course. It's by law anyways. Okay. Um, also, um, have you had the opportunity to go to the website? It's very informative, uh, which I have to check mark for civil service commission for at least having a great website. Have you read some of the cases?

Rose Marie Ayuyu Morales, Appointee: I have. Um, I actually..

Senator Telo T. Taitague: So you know what you're getting into?

Rose Marie Ayuyu Morales, Appointee: I know what I'm getting into and I actually went and attended a public hearing and, and when I attended that public hearing and was reading through the binder that literally kid you not, is this thick, I, uh, you know, I already found some things that I was like, I want it to say, um, why didn't we take action here when I see that we've done all of this, but that was not for me to, you know, share at that particular moment, but yes, I have.

And I do know what I am getting myself into, um, wholeheartedly. And, you know, I definitely want to again, be that change agent, utilizing the words of my mentor, uh, Joanne Wacky Muna, um, Um, who put me up to this, right? But change is something that needs to happen. Um, and it happens all the time and I, I love change.

And so, you know, I feel for my fellow commissioners that are currently on the board and center and, uh, and executive director, Leon Guerrero, because I'm gonna, you know, be the one to want to drive the change to see what we can do to make it better. Right on.

Senator Telo T. Taitague: Okay, Cat.

Cathy O. Catling, Appointee: I, I've sat in on a hearing as well. And to me, it's just interesting to listen to both sides. And again, it's it's the parody of the commission's decision to make sure they're making the right decision for whoever is on the right side.

Senator Telo T. Taitague: Okay. Um, ladies, I have to tell you, this is a six year term. Okay. Number one, number two, you, it takes a lot of time away from family.

There's a lot of reading, like you said, Rose, you know, this thick. So I first want to thank your family members for allowing, you know, your, your mom, your, your daughter, your sister, your sister in law for taking on this job and, and, you know, committing to doing a good job and not turning a blind eye.

Believe me, sitting in this position, I know Senator Joanne and I kind of, kind of giggle it off. Like you said, it's when something hits you, you have to let it slide off you. Well, get ready for the daggers, you know, because yeah, they are very sharp. And just, you know, when you go into a room, look both sides before entering.

Because even, yeah, I mean, reality. It's reality. And if you want to make that change, and you know you're doing the right thing, you know, that's, that's what it's going to take. Sacrifice. And

anyone says any different that you're sitting there and sacrificing a lot of things for the betterment of our people of Guam to be fair and just.

Not because someone's last name or because they stood on the side and waved. Uh, for a campaign. So thank you, ladies. Please remember our door is open. Frustration kicks in. Come see us. We'll listen. We can, we can commiserate. That's for sure. So, si yu'os ma'ase, and thank you, Mr. Chair.

Chairman Joe S. San Agustin: Thank you, Senator Taitague.

Senator Blas, do you have anything to ask the panel? You'll be followed by Senator Quinata.

Senator Frank F. Blas, Jr.: Thank you, Mr. Chair, and uh, ladies, thank you very, very much, you know, spending the time reading your, your packages. I must say, you know, Rose, Ms. Morales, I've, I've known you for a long time already. I think we first met in Sacramento, if I remember correctly, uh, with your, along with your husband.

And, uh, you know, you're, I, I, I've got to, again, like my colleagues, I've got to What are you doing as board members? You should be directors, okay? You've got such impressive, um, backgrounds. You know, don't worry, Danny, your, your, your, your position is safe, okay? Don't worry about it. But, you know, along those lines, and I'm sure there's, a lot of the questions have been asked.

I've only got three very, very simple, basic questions. First off, to the two, and I'm getting them. Uh, Ayuyu before Catling, okay? Okay, before she, so I'll start with Rose first, okay? What, how did your nomination come to be?

Rose Marie Ayuyu Morales, Appointee: So, my nomination came upon, uh, meeting with the lieutenant governor and saying I want to do something to give back to the island and he said what does that look like for you?

I said, you know, maybe serving on a board um, and asked my background and he knew of me because we had worked together during my SHRM days when we were looking, when he was at the courts to pass, uh, they were looking to pass the Fair Chance Hiring Act. Um, and so he knew of my background in HR and so he said, you know, I see you at civil service.

I also see you at the port. And I said, I will go where you, where you feel I would serve the best, um, to serve the people of Guam. And that was my thing. I'm not, politically driven or tied or anything of that nature. Um, I've got family in both sides. The Lieutenant governor of Saipan is my mom's brother.

Uh, but that doesn't mean that I necessarily would have voted for him. Kidding. Uncle David, if you're watching. Um, and, and, um, no, he knows I love him, but just a little joke there. But yeah, and so that's how it started, right? And, and so when the governor, and of course I know the governor from when she served on the board when I was first recruited to move back to Guam in 2012 with GTA, and so she knew of my background in HR, and again, my whole purpose was wanting to give back to the island and, and, you know, serve the island that I call home.

And that's how it started.

Senator Frank F. Blas, Jr.: Miss Cat?

Cathy O. Catling, Appointee: Yes, sir. Actually, I'm going to blame my sister for this. At we were at the governor's office during my brother in law's, um, swearing in as a, as a board member. And my sister just casually mentioned, Hey, she just retired. you know, she's interested in giving back to the community.

You know what? What positions are available that she could possibly participate in? And then one of the chief of staff said, Well, Cathy, what would you like to do? And I said, you know, I'm open here. Here's here's me. I just want to be able to take care of people. So whatever position is available that you think would fit or suit me or suit the people of the island.

That would be great. And so that's how it all started. The next thing I knew, I received a call that said, Hey, you need to get a police clearance and a court clearances that I haven't been on Guam for 17 years. Okay, so they shouldn't be able to find anything. But that got the ball rolling, right? They got the ball rolling.

And the next thing I knew, on April 26, I received the appointment letter from our esteemed Governor of Guam.

Senator Frank F. Blas, Jr.: That's great because, you know, again, looking at your resumes and looking at your packages, okay, um, you suit the positions very, very well with your backgrounds based on what you're going to have to encounter.

I'm, you know, you've both been witness to, to hearings and I'm sure you sat there and you put on your HR hats when you're looking, this is what's going on here, or why can't we do this? Or why can't we do that? And that's, we expect that kind of change and that kind of questioning. So I truly, truly appreciate that, you know, um, second question.

Okay, now that you've been given, asked to be nominated, I mean, into the position, what's driving you to want to continue?

Rose Marie Ayuyu Morales, Appointee: For me, again, it's, um, wanting to see change in a positive way. Um, piggyback off of what Senator Brown shared, right, there's a lot of things that you see and hear with the government of Guam and how it's people aren't treated fairly to a certain degree or people are getting their jobs because of you know Like Senator Taitague we said, you know who they know their last name.

They waved on the side of the road I want to be that again that change agent to you know want to make sure that those that truly deserve to get their job back because they were terminated truly get it back because of the true merits of their performance versus who they know um, that's how I've always operated.

I mean, my brother works for the government of Guam, right? And that was one of the things that I think that was also holding me back until we got clarification. But I also would not, I would be the first one to recuse myself from, from a situation where I felt that there was going to be a conflict. Um, a perfect case, um, was my niece, my sister's daughter worked unbeknownst to me while I was traveling, was hired at the company that I worked at GTA.

And so when I came back, I was like, Who hired her? And so they said, well, you know, she's qualified and so forth. And I said, but I'm the head of HR. We're very, you know, close connected. It's, this is not going to work. So I made the decision that if there was any performance issues that I would not be involved in.

I would have our legal counsel be the one to manage that situation because I don't want anyone to talk about or say that there was a conflict or favoritism because she was my niece. And so I draw the line. I'm really great at drawing the line. Um, once I understand what's happening. So for me, that's the reason why I want to continue.

I served on the Guam Workforce Development Board for, you know, many years and, you know, um, Dr. Mabini, Senator Mabini will tell you the frustrations that I would share with her because why can't we move things forward? I was even willing to go in front of Governor Calvo to say, well, you need to make a decision.

Um, but they stopped me because they said, that's not how it works. We've got to go this route. And so I'm like, okay, I'm learning the process and and how the system works. But I'm not afraid to go and, you know, share what I think is right and wrong.

Cathy O. Catling, Appointee: Senator, what's interesting here is that she and I actually are in link. We're kind of synced in the way in which we think about these issues and concerns that

are brought up by, you know, our government system. And I, too, feel very strongly. that we have to make a concise decision, which would benefit the person who is being either accused or being, like she said, wrongfully terminated or whatever.

But again, I'll go back to my statement. Whenever a decision is made, you've got to think globally. You can't just be uh, on the left or on the right. You really have to be coming to this board. You have to be neutral. You know, you cannot. And I see that so often the government of Guam, the favoritism and the political power.

And you know, who's, who's doing what for whom? And so it stops. So really, it's for us to effectuate change. And it begins with the commission because seeing how the commission operates, the people of Guam look to us to make sure we are making the right decision for the benefit of either the governmental agency or, or the employee.

And we cannot take sides. We have to be very neutral when we consider the cases that come before us.

Senator Frank F. Blas, Jr.: Well, thank you very much. And, uh, You know, along those lines, um, again, like I said, very impressive resumes and where you come from. Rose is, you know, you and I both worked, and so I know your, I know your ethic, and I know your desire, and I know your fire, and there was sometimes like, uh, Sam, calm her down.

Okay? Um, and Ms. Catling, yeah, truth be told, okay, I appreciate the Chairman's, uh, love for the Army, but aim high. Continue. You, you got another person up here, okay, that's along those lines. Um, last and probably the most significant question, for me at least, okay? This is not actually directed to the two of you.

Where's Ms. Catling's family? And, uh, I see Rose, I see your husband back there. Last question is actually for you. Knowing what they're going to be going through, and knowing that you're probably not going to be seeing them for quite some time.

Are you ready for what they want, what, what, what they're about to embark in doing?
[Inaudible] All right. [Inaudible] All right. Okay. We've had that conversation before. I know that. Okay. [Inaudible]

Okay. Because that's, that's what matters a whole lot and where you're going to be at is to get that support. Coming home and being able to unwind and de stress and vent. All right. So, ladies, thank you very much. Okay. Thank you very much. Mr. Chair, thank you very much.

Chairman Joe S. San Agustin: Thank you, Senator Blas. Senator Quinata.

Senator Roy A. B. Quinata: Thank you, Mr. Chair. I have nothing really to ask you guys. I just want to wish you guys all the best on this journey. Thank you guys for stepping up to serve the community. And my office is also as open as anyone else's door here. Um, you know, we're here to support the community in whatever needs to be done.

Um, just let us know what we need to help you guys with. Okay? We cannot read your mind. But other than that, thank you guys again for stepping up. I wish you all the best on this new journey. And have a great day and God bless. Take care.

Chairman Joe S. San Agustin: Thank you, Senator Quinata. And ladies, I'm happy Cathy mentioned, you guys are linked.

That's, that's, that's the Army way of doing things. We're always linked. The Air Force just aims high and I can understand that. But, but you know what, ladies, I'm just going to warn you, is number one, um, not even warn you. What you've done in the past and what you're going to do in the future, should be a cakewalk. Really. You know what you need to do. If it's wrong, it's wrong. If it's right, it's right. I think one of the biggest issues you should be more worried about is that are the directors and are the employees educated of what they need to know and what they need to do? Because that's the only reasons why they go to the civil service.

You've terminated them wrong. Hey! You did the wrong thing. And then the employees have a habit of using the clock to their advantage. Hey, you could have it, you should have known it. Eh, no, no. I think as the oversight chair for the civil service, I'm hoping to meet with you folks and we start discussing what we need to do to maybe amend the law so it works.

So it works to the advantage of employee and management. And for me, I'm not worried about who hired you because you could have been hired 20 years ago. Okay? And it doesn't matter. When I went to civil service myself, I was gone for 20 years and I got in. I got back. Based on the law. And you know what was funny?

A lot of the members didn't even know, they didn't know who I was, but they knew my father quite well. And they were in shock. When my father asked him, why did you approve him? He said, what are you talking about? That's my son. The law was clear and my father was a former Senator and a former director of administration.

He knows the rules of engaging what civil service needs to do. And I only ask you two ladies, just do what you're good at. You know, you know what you need to do. Call a spade, a spade and move on. Because that's, that's the rules of engagement in civil service. Some of us may not like your decision, but you know what?

Many of us don't like what even we do every day. So we live with it. I sleep good at night in all the decisions I make and every move I make. I've never concerned myself with parties, just like the two of you ladies. It doesn't matter if you're Democrat or Republican. If you do it right, if you do what's right, it'll work.

And if you're fair to the people of Guam and everybody, it just works its way. And with that, there are, there are a lot of testimonies that came in, but we're going to end this one. And with that, I would like to thank everyone for attending and for this hearing and providing feedback and suggestions. The referral of appointment of Rosemarie Ayuyu Morales and Cathy O. Catling to serve as members of the Civil Service Commission. Thank you. Is now adjourned. Time now is 10:27. Please have a nice day and be safe and don't have to look behind your back. You know what's right. Thank you.

And with that, we'll take a short five minute recess before the next bill. So we make sure we clear the room. Thank you.

III. FINDINGS AND RECOMMENDATIONS

- All discussion and testimony presented to and received by the Committee affirm the support for the appointment of Rose Marie Ayuyu Morales.

The Committee on General Government Operations and Appropriations hereby reports on the appointment of Rose Marie Ayuyu Morales to serve as a member of the Civil Service Commission for Six (6) years from April 25, 2019 to April 25, 2019, to fill the unexpired seat of Priscilla T. Tuncap, with the recommendation TO DO CONFIRM.