

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-23-0533	Michelle C. Perez	Director	Department of Integrated Services for Individuals with Disabilities	5/12/23	To serve at the pleasure of the Governor	5/17/23	Committee on Health, Land, Justice, and Culture	7/10/23 9:00 a.m.	7/12/23 10:57 a.m.			



Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

July 11, 2023

The Honorable Chris Barnett

DUB

Chairperson, Committee on Rules

I Mina'trentai Siette na Liheslaturan Guåhan

163 Chalan Santo Papa

Hagåtña Guam, 96910

RE: Committee Report on the Appointment of Michelle C. Perez, to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID), at the pleasure of the Governor.

Håfa Adai Chairperson Barnett:

Transmitted herewith is the Committee Report on the Executive Appointment of Michelle C. Perez, to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID), at the pleasure of the Governor, and which was referred to the Committee on Health, Land, Justice, and Culture.

Committee votes are as follows:

- 6 TO DO CONFIRM
- TO NOT CONFIRM
- TO REPORT OUT ONLY
- TO ABSTAIN
- TO PLACE IN INACTIVE FILE



COMMITTEE ON RULES

Received:

July 11, 2023 11:25 a.m.

Kamarin Nelson

Sincerely,

Therese M. Terlaje

Speaker Therese M. Terlaje

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

Tel: (671) 472-3586 | Email: senatorterlajeguam@gmail.com | www.senatorterlaje.com

**For transmittal of official Messages & Communications to the Guam Legislature to be distributed to all Senators, please send to: speaker@guamlegislature.org*



Office of the Speaker
THERESE M. TERLAJE
I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

COMMITTEE REPORT

NOMINATION of

Michelle C. Perez,

to serve as the Director

Department of Integrated Services for
Individuals with Disabilities (DISID),

Term length: At the pleasure of the
Governor.

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

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Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

[July 11, 2023]

MEMORANDUM

To: All Members
Committee on Health, Land, Justice, and Culture

From: Speaker Therese M. Terlaje
Committee Chairperson

Subject: Committee Report on the Appointment of Michelle C. Perez, to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID), at the pleasure of the Governor.

Transmitted herewith for your consideration is the Committee Report on the appointment of **Michelle C. Perez, to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID), at the pleasure of the Governor.**

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 & Other Correspondence
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies & 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'!

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

Tel: (671) 472-3586 | Email: senatorterlajeguam@gmail.com | www.senatorterlaje.com

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COMMITTEE ON RULES

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

May 17, 2023

To: **Joaquin P. Taitague**
Substitute 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 Guahan!

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: **Michelle C. Perez**

Position: **Director**

Term Length: **To serve at the pleasure of the Governor**

Please refer the following document:

"Doc. No. 37GL-23-0533 – Office of the Governor – Appointment and Supporting Documents for Michelle C. Perez, Director, Department of Integrated Services for Individuals with Disabilities."

Ensure the appointment is referred to the Committee on Health, Land, Justice, and Culture chaired by Speaker Therese M. Terlaje. 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'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

May 12, 2023

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-23-0533
OFFICE OF THE SPEAKER
THERESE M. TERLAJE

05 16 2023

Time: 10:30am
Received: *[Signature]*

RE: Cabinet Appointment

Hafa Adai Madame Speaker:

By virtue of the authority vested in me pursuant to the Organic Act of Guam, 17 GCA § 41102(b) and all other applicable laws, I am pleased to transmit the following appointment – subject to the advice and consent of *I Liheslaturan Guåhan* – with supporting documents:

APPOINTEE: Michelle C. Perez

POSITION: Director, Department of Integrated Services for Individuals with Disabilities

TERM LENGTH: To Serve at the Pleasure of the Governor

In the interim, Ms. Michelle C. Perez is appointed to serve as Director in an acting capacity, an appointment which is effective immediately. Please schedule a hearing at your earliest convenience.

Senseramente,

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



37GL-12-0533
Messages and Communications

RECEIVED

Committee on Rules
May 16, 2023

3:10 p.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'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

May 12, 2023

MICHELLE C. PEREZ
[REDACTED]

Re: APPOINTMENT AS DIRECTOR, DEPARTMENT FOR INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES

Hafa Adai Ms. Perez:

Pursuant to the Organic Act of Guam, 17 GCA § 41102(b) and all other applicable laws, it is with pleasure that I – subject to the advice and consent of *I Liheslaturan Guåhan* – appoint you to serve as:

POSITION: Director, Department of Integrated Services for Individuals with Disabilities

TERM LENGTH: To serve at the pleasure of the Governor

In the interim, however, you are hereby appointed to serve as **DIRECTOR** in an acting capacity, an appointment which is effective immediately.

Such appointments comes with great responsibility, as you will head the agency responsible for coordinating and providing vocational rehabilitation and comprehensive community services for individuals with disabilities. I am confident that you will demonstrate integrity and commitment while in service to the people of Guam, virtues we require of our Administration.

I truly appreciate your willingness to serve. Should you have any questions, please contact the Office of the Governor.

Senseramente,

Handwritten signature of Lourdes A. Leon Guerrero.

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

cc: *Honorable* Joshua F. Tenorio, Lt. Governor of Guam

LOURDES A. LEON GUERRERO
Governor



JOSHUA F. TENORIO
Lieutenant Governor

OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

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

NOMINEE INFORMATION

Last Name Perez	First Name Michelle	Middle Initial L.C.
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made Director, Department of integrated Services for Individuals with Disabilities		
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, Talofofo, Guam		High School Diploma	1990
College University of Guam, Mangilao, Guam		BA (Early Childhood/Elementary)	2001
Graduate School University of Guam, Mangilao, Guam		MA Special Education	2010
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address Department of Integrated Services for Individuals with Disabilities (DISID)	Position Title Acting Director
	Dates Held November 2022 to Present

Previous Employer and Mailing Address Department of Integrated Services for Individuals with Disabilities (DISID)	Position Title Deputy Director
	Dates Held April 2020 - November 2022

Previous Employer and Mailing Address Guam Department of Education	Position Title Teacher (Elem, Special Ed, Sped Transition)
	Dates Held January 2002 to April 2020

Previous Employer and Mailing Address Guam Air National Guard	Position Title Heavy Equipment Operator (A1C)
	Dates Held 2003-2006

Previous Employer and Mailing Address Guam Cellular Communications	Position Title Customer Service Representative
	Dates Held February 1997 to December 1999

PRIOR GOVERNMENT OF GUAM SERVICE

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

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

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

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

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

TRAINING

INSTITUTE/SEMINARS/ON-THE-JOB TRAINING	DATE
Master Educator (Pre-K-2, Elementary K-5)	Current Certification
Master Educator (Special Education Pre K-12)	Current Certification
Access for Students with Significant Disabilities	2018
The IEP School Team / Special Education Transition Services	2019

AWARDS

List all educational, professional, civic awards, and recognition for public service:
Dean's List- University of Guam (1998-2001) National Who's Who Among University Students List (1990)

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level. List organizations, activities participated in, and offices held:
Council for Exceptional Children (Member)

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

Guam Women's Master's Softball Team & Association (Member/Secretary)
Special Olympics (Volunteer)
United States Air Force Reserve Key Spouse Program (Member)
Guam Veteran's Treatment Court (Mentor)

PUBLICATIONS AND PRESENTATIONS

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

MILITARY SERVICE (Please attach Form DD-214)

BRANCH	DATES OF SERVICE	RANK AT DISCHARGE	TYPE OF DISCHARGE

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:**

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: Michelle L.C. Perez

- 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


Signature

5/5/2023
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.


Michelle L.C. Perez

Print Name and Signature

5/5/23

Date

MICHELLE L.C. PEREZ

EXPERIENCE

NOVEMBER 2022 TO PRESENT

ACTING DIRECTOR, DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID)

APRIL 2020- OCTOBER 2022

DEPUTY DIRECTOR, DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID)

- Re-established one of DISID's missions of providing ADA Compliance guidance and monthly training to both Government of Guam and private entities.
- Administers daily activities and operational functions within assigned divisions: drafts policies and procedures for staff as requested by the Department Director, ensures policy implementation by divisional managers; and collaborates with departmental staff to facilitate the development/implementation of programs and services.
- Prepared and presented agency budget request to Guam Legislature
- Prepared and provided the agency's presentation during DISID's Legislative Oversight Hearing
- Assumed the role of the agency's Acting Administrative Officer (who oversees the Fiscal and Human Resources Division) from December 2021 to June 2022
- Assumed the role of Acting Vocational Rehabilitation Administrator (December 2021 to February 2022)
- Spearheaded the Emergency Procurement for the Personal Care Attendant Services Program to increase the number of clients to receive the service
- Completed the recruitment process and hiring of a certified Vocational Rehabilitation Administrator to ensure federal requirements
- Actively recruited and filled the much-needed Social Worker, Support Staff and Administrative positions in the Division of Support Services
- Plan, organize and coordinate vocational rehabilitation programs, workshops, trainings and planning resources in keeping with federal, local and departmental mandates
- Responsible for providing leadership and policy direction with the goal of empowering individuals with disabilities to maximize employment, economic self-sufficiency, independence, inclusion and integration
- Strengthen the Department's ability to identify gaps in services in the community to better serve individuals with disabilities
- Directly supervise employees of the Department as both Deputy Director and Acting Director capacity
- Direct outreach services to the disabled and homeless populations in Guam to provide information about vocational rehabilitation, independent living and support services.
- Spearheaded the collaboration with community organizations to provide 324 wheelchairs for the islands individuals with disabilities. (no such donation has been done for at least 10 years to DISID)

MICHELLE L.C. PEREZ



JANUARY 2004 TO DECEMBER 2006

HEAVY EQUIPMENT OPERATOR AIRMAN 1ST CLASS, GUAM AIR NATIONAL GUARD

- Operated/Maintained Heavy Equipment for the Guam Air National Guard 254th Red Horse Squadron.
- Completed Basic Military Training as the Dorm Chief and Element Leader at Lackland Airforce Base, TX
- Attended Technical Training at Fort Leonardwood Army Base, Missouri.

FEBRUARY 1997 TO DECEMBER 1999

CUSTOMER SERVICE REPRESENTATIVE, GUAM CELLULAR COMMUNICATIONS

- Interacted with customers to provide information in response to inquiries regarding products and services.
- Handle activating and deactivation of both personal and corporate accounts.

EDUCATION

DECEMBER 2010

MASTERS DEGREE IN EDUCATION - SPECIAL EDUCATION, UNIVERSITY OF GUAM

DECEMBER 2000

BACHELAR OF ARTS IN EARLY CHILDHOOD/ELEM. EDUCATION, UNIVERSITY OF GUAM

MAY 1990

HIGH SCHOOL DIPLOMA, NOTRE DAME HIGH SCHOOL, TALOFOFO, GUAM

SKILLS

Team player	Strong work ethic
Attention to detail	Willingness to learn
Punctual, Organized	Microsoft proficient

CERTIFICATES/ACTIVITIES

Ethics Training Course (Guam Community College)

Procurement Basics Module 1 (Guam Community College)

Mini-Hatch Act Training (Civil Service Commission)

Member of the United States AirForce Reserve Key Spouse Program

Mentor-Guam Veterans Treatment Court

Volunteer for the Special Olympics

Incident Response to Terrorist Bombing, New Mexico Tech University Socorro, New Mexico

1990 List for the National Who's Who among University Students

Dean's list at the University of Guam for School Years 1998-2000

Member of the Guam Women's Softball Team USSSA World Champion (Silver Medal/Bronze Medal)

NOTRE DAME
HIGH SCHOOL
TALOFOFO, GUAM



his certifies that

Michelle L. Cruz

has satisfactorily completed the Course of Study prescribed
for Graduation and is therefore entitled to this

DIPLOMA

Given this month of May, nineteen hundred ninety



Sister Ana Lee, O.P.
Superintendent

Joson Ann Crisostomo, S.S.N.D.
Principal

S. Mary Juan Camacho
President

University of Guam

Upon recommendation of the Faculty of the
College of Education

has conferred upon

Michelle L. Cruz

the Degree of

Bachelor of Arts in Education
in Early Childhood/Elementary Education

with all the Honors, Rights, and Privileges appertaining thereto.

Given at Mangilao, in the Territory of Guam

December 23, 2001



Mark R. Nelson
Chairman, Board of Regents

m. an
President

M. B. W. ...
Acting Vice President, Academic Affairs
Marilyn C. Salas
Dean of the College

University of Guam

has conferred upon

Michelle Cruz Perez

the degree of

Master of Education

in Special Education

Together with all the Honors, Rights, and Privileges appertaining thereto in consideration of the satisfactory completion of the course prescribed by the Faculty of the

School of Education

In Witness Whereof the undersigned have affixed their names and the seal of the University of Guam. Given at Mangilao, in the Territory of Guam

December 19, 2010




Chairperson, Board of Regents


Senior Vice President Academic & Student Affairs


President


Dean



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.

GUÅHAN KUMISION SETTEFIKASION PARA I MANMANIDUKA
GUÅHAN COMMISSION FOR EDUCATOR CERTIFICATION

CERTIFICATE LEVEL: 4

CERTIFICATE No: 23-01-1030-2033-Renewal

Having fully complied with the requirements of the
GUÅHAN COMMISSION FOR EDUCATOR CERTIFICATION

Michelle L. Cruz Perez

is hereby granted this certificate authorizing the holder to perform the services specified hereon in the Schools of Guåhan for the period of time indicated, subject to the conditions prescribed and unless revoked by lawful authority.

MASTER EDUCATOR
Early Childhood Pre K-2, Elementary K-5, and Special Education Pre K-12****

Effective: January 15, 2023

Expires: January 14, 2033

ROBERTA M. ABADAY
GCEC Chairperson

FRAN-NICOLE M. CAMACHO
GCEC Certification Officer

NOTE: Any entry pertaining to endorsement after the line of typed Asterisks (****) is void. Any alteration shall void the certificate. This certificate is printed on security paper and will display "VOID" when reproduced. Holders of Professional II certification prior to August 9, 2007 will renew to Master Educator in accordance with GCEC Public Law 31-50 & 32-220
Levels: 1=Associates Degree; 2= Bachelor's Degree; 3= Master's Equivalency; 4= Master's Degree; 5=Terminal Degree; Other (specified)
*Prepared on January 18, 2023



UNIVERSITY OF GUAM
UNIBETSEDÁT GUAHAN

GLOBAL LEARNING AND ENGAGEMENT

Michelle Perez

has satisfactorily completed a course on

Ethics In Government

consisting of 4 contact hours of instruction
and is hereby awarded 0.4 Continuing Education Units.

Given on this 15th day of March 2021.

Vanessa L. Williams, ESQ.
Instructor

Carlos R. Taitano
Director

CERTIFICATE OF
Enrichment



Presented to

Michelle Perez

**Procurement Basic Training
C_BE 101 PBT: Fundamentals & Principles of Procurement**

Awarded: 1.8 Continuing Education Units

Duration: July 1 - 23, 2022

Instructor: Yukari B. Hechanova, CPA, CIA, CGFM, CGAP, CGMA



Denise M. Mendiola
Assistant Director,
Continuing Education & Workforce Development



Virginia C. Tudela, Ph.D.
Vice President for Academic Affairs



Mary A. Yokada, Ed.D.
President

ACCREDITED BY THE ACCREDITING COMMISSION FOR COMMUNITY AND JUNIOR COLLEGES (ACCJC)



SUPERIOR COURT OF GUAM

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

Name: **MICHELLE LOUISE C. PEREZ**

Driver's License #: [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: 05/10/2023

Sophia Santos Diaz
Clerk of Court

By: 

Deputy Clerk II

Prepared by: Alfred Santos



The absence of an Original Court Seal Invalidates this document. 3011



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.

Government of Guam

**GUAM POLICE DEPARTMENT
RECORDS & IDENTIFICATION SECTION**

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



May 10, 2023

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Michelle Louise C. PEREZ		
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.

11

By Direction: priscilla


STEPHEN C. IGNACIO
Chief of Police

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

FIRST NOTICE of Public Hearings –Monday, July 10, 2023 starting at 9:00AM

7 messages

Speaker Therese M. Terlaje <senatorterlajeguam@gmail.com>

Fri, Jun 30, 2023 at 8:20 AM

To: phnotice@guamlegislature.org

Cc: Audio / Video <av@guamlegislature.org>, Guam MIS <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>

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June 30, 2023

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Speaker Therese M. Terlaje, Chairperson
Committee on Health, Land, Justice, and Culture

Subject: **FIRST NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM***Buenas yan Häfa Adai,*

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Office of the Speaker
THERESE M. TERLAJE
I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

June 30, 2023

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

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BID NO.: GSA-055-23
FOR: Office Space Lease (For Washington D.C. - Liaison Office)
OPENING DATE: 07/19/2023 Time: 10:00 A.M.
LOCATION TO SUBMIT: 2nd Floor ITC Bldg. Room 205 Tamuning, GUAM 96931

The General Services Agency is issuing this invitation for Bid for Office Space Lease (For Washington D.C. - Liaison Office). A pdf copy is available to download at www.gsa.gsa.gov, or a hard copy can be obtained at the General Services Agency located at 2nd Floor ITC Bldg Rm 205, Tamuning, Guam 96931 from 8:00am - 5:00pm, Monday through Friday, beginning Friday, 06/30/2023 until Wednesday, 07/19/2023.

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/S/ CLAUDIA S. RAY
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 Chief Procurement Officer



SPEAKER THERESE M. TERLAJE Committee on Health, Land, Justice & Culture *I Mina'trentai Siette na Liheslaturan Guåhan*

NOTICE OF PUBLIC HEARING • MONDAY, JULY 10, 2023
 Guam Congress Building, Public Hearing Room
AGENDA

9:00 AM:

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GUAM PHILHARMONIC FOUNDATION, INC. STATEMENT OF ALL FUNDS January 2022 - December 2022		GUAM PHILHARMONIC FOUNDATION, INC. STATEMENT OF ALL FUNDS January 2022 - December 2022	
UNRECORDED ASSETS	0	UNRECORDED ASSETS	0
RECORDS	0	RECORDS	0
ASSETS	0	ASSETS	0
LIABILITIES	0	LIABILITIES	0
NET ASSETS/LIABILITIES	0	NET ASSETS/LIABILITIES	0

GUAM PHILHARMONIC FOUNDATION, INC. STATEMENT OF ALL FUNDS January 2022 - December 2022	
UNRECORDED ASSETS	0
RECORDS	0
ASSETS	0
LIABILITIES	0
NET ASSETS/LIABILITIES	0

Prepared by Margarita Dancel | Board Treasurer, Guam Philharmonic Foundation, Inc.

Mailing: 140 Portia Palting Lane, Unit D5 Tamuning, Guam 96913-3393 USA

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First Notice of Public Hearing- Monday, July 10, 2023 starting at 9:00AM

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**First Notice of Public Hearing- Monday, July 10,
2023 starting at 9:00AM**

PUBLIC HEARING



 **Posted on:** 06/30/2023 08:26 AM

 **Posted by:** Joseph Madlangbayan

 **Public Hearing Date:** 07/10/2023 09:00 AM

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

 **Division(s):**
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June 30 , 2023

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Speaker Therese M. Terlaje, Chairperson
Committee on Health, Land, Justice, and Culture

Subject: **FIRST NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM**

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Bill No. 144-37(LS)
([https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20144-37%20\(LS\).pdf](https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20144-37%20(LS).pdf))-Therese M. Terlaje / Sabina Flores Perez / Chris Barnett- AN ACT TO AMEND §70.20 OF CHAPTER 70 AND §161.10, §161.30, §161.50(A), §161.55, AND §161.130 OF CHAPTER 161 ALL OF TITLE 8 GUAM CODE ANNOTATED RELATIVE TO ADDRESSING VICTIM CONFIDENTIALITY, REPORTING, AND RESTITUTION UNDER THE CRIMINAL INJURIES COMPENSATION LAW.

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([https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20132-37%20\(COR\).pdf](https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20132-37%20(COR).pdf)), William A. Parkinson- AN ACT TO ADD A NEW § 34.91 TO CHAPTER 34, TITLE 9 GUAM CODE ANNOTATED, RELATIVE TO MAKING DESTRUCTION OF PUBLIC PROPERTY DURING PUBLIC EMERGENCIES A FELONY.

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Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

July 7, 2023

MEMORANDUM

To: All Senators, Stakeholders and Media *TMT*

From: Speaker Therese M. Terlaje, Chairperson
Committee on Health, Land, Justice, and Culture

Subject: **SECOND NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM**

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SECOND NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM

3 messages

Speaker Therese M. Terlaje <senatorterlajeguam@gmail.com>

Fri, Jul 7, 2023 at 8:00 AM

To: phnotice@guamlegislature.org

Cc: Audio / Video <av@guamlegislature.org>, Guam MIS <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>

Bcc: The Post Editor in Chief <editor@postguam.com>, John Oconnor <john@postguam.com>, reporters@postguam.com, Mar-Vic Cagurangan <publisher@pacificislandtimes.com>, Pacific Island Times <pacificislandtimes@gmail.com>, Maureen Maratita <publisher@glimpsesofofguam.com>, bryan@mvariety.com, emmanuel@mvariety.com, guam@pstripes.osd.mil, carlsonc@pstripes.osd.mil, mabuhaynews@yahoo.com, editor@saipantribune.com, Bruce Hill <pacificjournalist@gmail.com>, Jason Salas <jason@kuam.com>, Nestor Licanto <nestor@kuam.com>, reporters@kuam.com, K57 <news@k57.com>, pattiontheradio@yahoo.com, Sorensen Pacific Broadcasting <news@spbguam.com>, raygibsonshow@gmail.com,

[REDACTED], KISH <[REDACTED]>, Manuel Cruz <[REDACTED]>, Troy Torres <troy@kanditnews.com>, Maria Louella Losinio <[REDACTED]>, jolene@postguam.com, nick@kuam.com, Oyaol Ngirairiki <managingeditor@glimpsesofofguam.com>, jsantotoma@guampdn.com, [REDACTED] "Mayors' Council of Guam - Admin." <mcogadmin@teleguam.net>, "Mayor Paul M. McDonald" <mayor.mcdonald671@gmail.com>, agatmayor@yahoo.com, agatvice.chrisfejeran@yahoo.com, "Mayor Frankie A. Salas" <asanmainamayor@gmail.com>, June Blas <mayorbarrigada@gmail.com>, Jessie Bautista <[REDACTED]>, Jessy Gogue <ocp.mayor@gmail.com>, MELISSA SAVARES <melissa.savares@gmail.com>, "Vice Mayor Peter John S. Benavente" <onedededo@gmail.com>, hagatnamayor@hotmail.com, Mayor Anthony Chargualaf <inalahanmayor@gmail.com>, Allan Ungacta <mayorallan.ungacta@yahoo.com>, Vice Mayor Kevin AN Delgado <mangilao.vicemayor@gmail.com>, mayorernestc@yahoo.com, mtmmayorpaco17@gmail.com, Jesse Alig <jesse.alig@pitiguam.com>, Dale Alvarez <daleealvarez@gmail.com>, Robert Hofmann <guammayor@gmail.com>, rudy iriarte <rudyiriarte@gmail.com>, Mayor Taitague <talofofomayor@gmail.com>, "Mayor Louise C. Rivera" <Mayorlcrivera.tatuha@gmail.com>, "Vice Mayor Albert M. Toves" <atoves.tatuha@gmail.com>, Umatac Mayor <umatacmo@gmail.com>, "Mayor Anthony P. Sanchez" <ymayortony@gmail.com>, "Vice Mayor Loreto V. Leones" <lloretoleones@gmail.com>, "Mayor Bill A. Quenga" <yonomayor2020@gmail.com>, Douglas Moylan <dbmoylan@oagguam.org>, Robert Klitzkie <[REDACTED]>, [REDACTED] <[REDACTED]>, joe@postguam.com, Althea Engman <reporter2@glimpsesofofguam.com>, Reporter1@glimpsesofofguam.com, matsuki@kuam.com, "Douglas B. Moylan, Esq." <[REDACTED]>, stephen ignacio <stephen.ignacio@gpd.guam.gov>, Michelle Perez <Michelle.Perez@disid.guam.gov>, "ron@platinumguam.com" <ron@platinumguam.com>, Fred Nishihira <fnishihira@oagguam.org>, [REDACTED] <[REDACTED]>, Lisa Flores <lfflores@adventistclinic.com>, [REDACTED] <[REDACTED]>, Stephen Hattori <sphattori@guampdsc.org>, "John P. Morrison" <jmorrison@guampdsc.org>, Wilfred Aflague <wafalague@oagguam.org>, Art Chan <[REDACTED]>, "Leilani R. Flores" <[REDACTED]>, [REDACTED] <[REDACTED]>, Nonito Blas <[REDACTED]>, "Dr. Anita Enriquez" <abe@triton.uog.edu>

July 7, 2023

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Committee on Health, Land, Justice, and Culture

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- **Bill No. 132-37(COR)-** William A. Parkinson- AN ACT TO ADD A NEW § 34.91 TO CHAPTER 34, TITLE 9 GUAM CODE ANNOTATED, RELATIVE TO MAKING DESTRUCTION OF PUBLIC PROPERTY DURING PUBLIC EMERGENCIES A FELONY.

The public is invited to provide oral or written testimony on the agenda items. Written testimony may be submitted to senatorterlajeguam@gmail.com or hand delivered to the Office of Speaker Therese M. Terlaje at the Guam Congress Building. In compliance with the Americans with Disabilities Act, individuals requiring special accommodations should contact the Office of Speaker Therese M. Terlaje at (671) 472-3586 or senatorterlajeguam@gmail.com . All hearings broadcast on GTA TV Channel 21, Docomo Channel 117 and livestream on the Guam Legislature YouTube: <https://www.youtube.com/c/GuamLegislatureMedia>.



Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice, and Culture

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature

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

☎ (671) 472-3586


✉ senatorterlajeguam@gmail.com


🌐 www.senatorterlaje.com

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3 attachments

 **SECOND Notice of Public Hearings on Monday July 10, 2023 starting at 9 AM .pdf**
230K

 **Bill No. 132-37 (COR).pdf**
1000K

 **Bill No. 144-37 (LS).pdf**
1104K

X-MS-Exchange-CrossTenant-AuthAs: Anonymous
X-MS-Exchange-CrossTenant-FromEntityHeader: Internet
X-MS-Exchange-CrossTenant-RMS-PersistedConsumerOrg:
00000000-0000-0000-0000-000000000000
X-MS-Exchange-Transport-CrossTenantHeadersStamped: TYUPR01MB5233

Final-Recipient: rfc822;hagatnamayor@hotmail.com

Action: failed

Status: 5.2.2

Diagnostic-Code: smtp;554 5.2.2 mailbox full; STOREDRV.Deliver.Exception:QuotaExceededException; Failed to process message due to a permanent exception with message [BeginDiagnosticData]Microsoft Unified Storage is full. QuotaExceededException: Microsoft Unified Storage is full.[EndDiagnosticData] [Stage: DeliverMessage]

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

From: "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>

To: phnotice@guamlegislature.org

Cc: "Audio / Video" <av@guamlegislature.org>, Guam MIS <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>

Bcc: hagatnamayor@hotmail.com

Date: Fri, 7 Jul 2023 08:00:00 +1000

Subject: SECOND NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM

July 7, 2023

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Speaker Therese M. Terlaje, Chairperson
Committee on Health, Land, Justice, and Culture

Subject: **SECOND NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM**

Buenas yan Håfa Adai,

Please be advised that the Committee on Health, Land, Justice, and Culture will convene public hearings **Monday, July 10, 2023 starting at 9:00 AM**, in the Guam Congress Building Public Hearing room, for the following agenda items:

9:00 AM:

- **Appointment of Michelle C. Perez-** TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES(DISID) AT THE PLEASURE OF THE GOVERNOR.
- **Appointment of Ronald C. Pangilinan-** TO SERVE AS A MEMBER OF THE GUAM LAND USE COMMISSION(GLUC), FOR A TERM OF FIVE (5) YEARS; MARCH 22, 2020 TO MARCH 21, 2025.

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ANNOTATED RELATIVE TO ADDRESSING VICTIM CONFIDENTIALITY,
REPORTING, AND RESTITUTION UNDER THE CRIMINAL INJURIES
COMPENSATION LAW.

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Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice, and Culture

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature

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

☎ (671) 472-3586

✉ senatorterlajeguam@gmail.com

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3 attachments

SECOND Notice of Public Hearings on Monday July 10, 2023 starting at 9 AM .pdf
230K

Bill No. 132-37 (COR).pdf
1000K

Bill No. 144-37 (LS).pdf
1104K

Ronald Pangilinan <ron@platinumguam.com>

Fri, Jul 7, 2023 at 2:38 PM

To: "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>

Cc: phnotice@guamlegislature.org, Audio / Video <av@guamlegislature.org>, Guam MIS <mis@guamlegislature.org>, Ed Pocaigue <sgtarms@guamlegislature.org>

Good afternoon,

Received. Thank you

[Quoted text hidden]

**Guam Memorial Funeral Home, Inc.
Position Opening: Funeral Home Director**

On Call -Dependable, Outgoing Individual attentive to Customers' needs to direct funeral service.
Must have a valid Guam Drivers and a chauffeur's license and able to lift at least 50 lbs.

Apply at Guam Memorial Funeral Home Inc.
#191 Bibic Street Leyang, Barrigada
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No phone calls.

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Rate: \$14-16 per hour
Guam Cleaning Masters Inc.
Office Phone Number: (671) 646-2002



EDWARD M. BAYS
Director (Deputy)

**DEPARTMENT OF
ADMINISTRATION**
DIPATTAMENTON ATMENESTRASION
GENERAL SERVICES AGENCY
Añension Serbisios Hinikot
Telephone: (671) 475-1707/1708/1720



JOZEPH L. TENZADO
II, Governor (Deputy)

**THIS ADVERTISEMENT WAS PAID WITH GOVERNMENT FUNDS BY:
Office of the Attorney General**

A non-refundable fee of \$10.00 per bid package will be assessed. Certified Check, Cashier's Check, Cash will be accepted. No personal or Company Check. Payment for bid package picked up after 3:00pm will not be accepted.


INVITATION FOR BID

BID NO: GSA-056-23
For: Disassembling, Reassembling, and Transport of Cubicle Workstations
Opening Date: 07/24/2023 Time: 11:00 am
**Location to Submit: General Services Agency
2nd Floor, ITC Bldg, Rm 205, Tamuning, Guam 96913**

The General Services Agency is issuing this Invitation for Bid for Disassembling, Reassembling, and Transport of Cubicle Workstations. A pdf copy is available to download at www.gsa.doa.guam.gov, or a hard copy can be obtained at the General Services Agency located at 2nd Floor, ITC Bldg, Rm 205, Tamuning, Guam 96913 from 8:00am - 5:00pm, Monday through Friday, beginning Friday, 7/7/2023 until Monday 7/24/2023.

Bidders must register their current contact information with GSA to ensure they receive any notices regarding changes or updates to the IFB. The procuring agency and GSA will not be liable for failure to provide notice to any party who did not register current contact information.

/s/ CLAUDIA S. BAY
Chief Procurement Officer



710 W Marine Corps Dr Suite 203 Bell Tower Plaza Anigwah, GU 96910
<https://www.kumisionchamoru.guam.gov>
 kumisionchamoru@gmail.com
 (671)475-0139

PUBLIC NOTICE

Regular Board Meeting Date: July 13, 2023
Time: 12:30PM Place: The Kumision Conference Room
Zoom Meeting Link:
<https://us02web.zoom.us/j/85076772344?pwd=cm9aR2lpc0w1Zek1KU2R0bTBaQXNOUT09>

TAREHA:
 Otden/ Inifresi / Mision / Tinanga; Inagang yan Kinabales I Membro Siha; Rinibisa Yan Inadaptan I Tareha yan; I Finaloffan ni Tetehnan; Ripot I Sikiritarian; Ripot I Kumitehan Ekseketibu; Guam Indigenous Heritage Alliance; Ripot I Atmenestradora; Estao I Proyekto Siha; Fina'na'an I Tinaotao Tano; Nuebu Na Asunto; Pribilehun I Pisu; Anunsio Siha; Fina'kpo'

For ADA accommodations, please contact Savannah at (671)475-0139

Next Board Meeting: July 27, 2023 at 12:30PM

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The Sales Traffic Coordinator will act as an administrative support staff member for the sales team with a focus on coordinating ad schedules and placements (sales traffic) and tracking all aspects of the sales process between the creative department, accounting, and other administrative employees. This is a full-time position.

If you are highly organized, like challenges and making an impact, we want to talk to you! Friendly smiles, cool under pressure, and problem solving skills are greatly appreciated.



Send your resume to krista@postguam.com, and let's get an interview scheduled. We are excited to meet you, and can't wait to get to work!



SPEAKER THERESE M. TERLAJE
Committee on Health, Land, Justice & Culture
I Mina'trentai Siette na Liheslaturan Guåhan

NOTICE OF PUBLIC HEARING • MONDAY, JULY 10, 2023
Guam Congress Building, Public Hearing Room

AGENDA

9:00 AM:

- Appointment of Michelle C. Perez**- TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES(DISID) AT THE PLEASURE OF THE GOVERNOR.
- Appointment of Ronald C. Pangilinan**- TO SERVE AS A MEMBER OF THE GUAM LAND USE COMMISSION(GLUC), FOR A TERM OF FIVE(5) YEARS; MARCH 22, 2020 TO MARCH 21, 2025

2:00PM

- Bill No. 144-37(LS)**-Therese M. Terlaje / Sabina Flores Perez / Chris Barnett-AN ACT TO AMEND §70.20 OF CHAPTER 70 AND §161.10, §161.30, §161.50(A), §161.55, AND §161.130 OF CHAPTER 161 ALL OF TITLE 8 GUAM CODE ANNOTATED RELATIVE TO ADDRESSING VICTIM CONFIDENTIALITY, REPORTING, AND RESTITUTION UNDER THE CRIMINAL INJURIES COMPENSATION LAW.
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First Notice of Public Hearing- Monday, July 10, 2023 at 9:00AM

 PRINT

**First Notice of Public Hearing- Monday, July 10,
2023 at 9:00AM**

PUBLIC HEARING



 **Posted on:** 07/07/2023 07:38 AM

 **Posted by:** Joseph Madlangbayan

 **Public Hearing Date:** 07/10/2023 09:00 AM

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

 **Division(s):**
OFFICE OF SPEAKER THERESE M. TERLAJE (/notices?division_id=259)

 **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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July 7, 2023

MEMORANDUM

To: All Senators, Stakeholders and Media

From: Speaker Therese M. Terlaje, Chairperson
Committee on Health, Land, Justice, and Culture

Subject: **SECOND NOTICE of Public Hearings –Monday, July 10, 2023 at 9:00 AM**

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2:00 PM:

- **Bill No. 144-37(LS)**
([https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20144-37%20\(LS\).pdf](https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20144-37%20(LS).pdf))-Therese M. Terlaje / Sabina Flores Perez / Chris Barnett-AN ACT TO AMEND §70.20 OF CHAPTER 70 AND §161.10, §161.30, §161.50(A), §161.55, AND §161.130 OF CHAPTER 161 ALL OF TITLE 8 GUAM CODE ANNOTATED RELATIVE TO ADDRESSING VICTIM CONFIDENTIALITY, REPORTING, AND RESTITUTION UNDER THE CRIMINAL INJURIES COMPENSATION LAW.
- **Bill No. 132-37(COR)-**
([https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20132-37\(COR\).pdf](https://www.guamlegislature.com/37th_Guam_Legislature/Bills_Introduced_37th/Bill%20No.%20132-37(COR).pdf))-

slature/Bills Introduced 37th/Bill%20No.%20132-37%20(COR).pdf, William A. Parkinson- AN ACT TO ADD A NEW § 34.91 TO CHAPTER 34, TITLE 9 GUAM CODE ANNOTATED, RELATIVE TO MAKING DESTRUCTION OF PUBLIC PROPERTY DURING PUBLIC EMERGENCIES A FELONY.

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Invite to DISID for July 10, 2023 Appointment Hearing

1 message

Speaker Therese M. Terlaje <senatorterlajeguam@gmail.com>
To: Michelle Perez <Michelle.Perez@disid.guam.gov>

Fri, Jun 30, 2023 at 1:48 PM

June 30, 2023

Transmitted via Electronic MailMichelle C. Perez, Acting Director
Department of Integrated Services for Individuals with Disabilities (DISID)
Michelle.Perez@disid.guam.gov**SUBJECT:** Invitation for Appointment Hearing to the Department of Integrated Services for Individuals with Disabilities (DISID) - Monday, July 10, 2023, at 9:00 AM.*Håfa Adai* Ms. Perez,

Congratulations on your appointment to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID) at the pleasure of the governor.

This email is to notify that the Committee on Health has set your Appointment Hearing to be held on **Monday, July 10, 2023, at 9:00 AM, in the Guam Congress Building, Public Hearing Room.**The Committee looks forward to your testimony and would like to encourage you to invite family, friends, and/or colleagues to provide oral or written testimony in support of your appointment. Written testimony may also be submitted prior to the hearing via email to senatorterlajeguam@gmail.com, or hand delivered to the Office of the Speaker in the Guam Congress Building. Please contact our office via email or at (671) 472-3586, with any questions or concerns.*Si Yu'os Ma'åse',*Speaker Therese M. Terlaje
Chairperson**Office of Speaker Therese M. Terlaje**


Committee on Health, Land, Justice, and Culture

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature

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

☎ (671) 472-3586

✉ senatorterlajeguam@gmail.com🌐 www.senatorterlaje.com

 **Invite to DISID for 7.10.23 Appointment Hearing .pdf**
950K



Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature
Committee on Health, Land, Justice and Culture

June 30, 2023

Transmitted via Electronic Mail

Michelle C. Perez, Acting Director
Department of Integrated Services for Individuals with Disabilities (DISID)
Michelle.Perez@disid.guam.gov

SUBJECT: Invitation for Appointment Hearing to the Department of Integrated Services for Individuals with Disabilities (DISID) - Monday, July 10, 2023, at 9:00 AM.

Håfa Adai Ms. Perez,

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Si Yu'os Ma'åse',

Speaker Therese M. Terlaje
Chairperson

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

Tel: (671) 472-3586 | Email: senatorterlajeguam@gmail.com | www.senatorterlaje.com

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Office of the Speaker **THERESE M. TERLAJE**

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

PUBLIC HEARING AGENDA

Monday, July 10, 2023, beginning at 9:00 AM
Guam Congress Building, Public Hearing Room

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

Tel: (671) 472-3586 | Email: senatorterlajeguam@gmail.com | www.senatorterlaje.com

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I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice and Culture

Date: Monday, July 10, 2023

Time: 9:00 AM

Appointment Hearing - MICHELLE C. PEREZ TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID) AT THE PLEASURE OF THE GOVERNOR.

	NAME	AGENCY/ADDRESS	CONTACT NO.	E-MAIL	Type of Testimony		Support	
					WRITTEN	ORAL	Yes	No
1	Norma Salas						X	
2	Prichelle Cruz						X	
3	IRIS L. PEREZ						X	
4	JAY J. PEREZ	"					X	
5	MICHELE PEREZ	"					X	
6	Anne Amador		"				✓	
7	Lee Owen	"	"				X	
8	Andrew Linhart	"	"				X	
9	Reanne Cruz						X	
10	Marela Camacho	"	"				✓	



I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice and Culture

Date: Monday, July 10, 2023

Time: 9:00 AM

Appointment Hearing – MICHELLE C. PEREZ TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID) AT THE PLEASURE OF THE GOVERNOR.

	NAME	AGENCY/ADDRESS	CONTACT NO.	E-MAIL	Type of Testimony		Support	
					WRITTEN	ORAL	Yes	No
1	Virjulynn Manibusan	DISID - Hagåtña	[REDACTED]					
2	Rose Rene Guerrero	" "	" "					
3	Melanie-Joy Ogo	" "	" "					
4	Mercy Muña	DISID	[REDACTED]					
5	Jude Diaz	GUAM POGO						
6								
7								
8								
9								
10								



I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice and Culture

Date: Monday, July 10, 2023

Time: 9:00 AM

Appointment Hearing - MICHELLE C. PEREZ TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID) AT THE PLEASURE OF THE GOVERNOR.

	NAME	AGENCY/ADDRESS	CONTACT NO.	E-MAIL	Type of Testimony		Support	
					WRITTEN	ORAL	Yes	No
1	Joseph Cameron	DISID / DW & VP Guam's Legislature Central Open	[REDACTED]	Joseph.cameron@ dgid.guam.gov	✓	✓	✓	
2	Aames A. Cruz	Central Open	[REDACTED]	[REDACTED]			✓	
3	PAUL A CRUZ	TAG	[REDACTED]				✓	
4	JOAQUIN P. CRUZ		[REDACTED]				✓	
5								
6								
7								
8								
9								
10								



I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Office of Speaker Therese M. Terlaje

Committee on Health, Land, Justice and Culture

Date: Monday, July 10, 2023

Time: 9:00 AM

Appointment Hearing – MICHELLE C. PEREZ TO SERVE AS THE DIRECTOR OF THE DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID) AT THE PLEASURE OF THE GOVERNOR.

	NAME	AGENCY/ADDRESS	CONTACT NO.	E-MAIL	Type of Testimony		Support	
					WRITTEN	ORAL	Yes	No
1	Alvin Ancheta	DISID - DVR		alvin.ancheta@disid.gv			✓	
2	Arcie Tuazon	"		arcie.tuazon@disid.gv			-	
3	Samanta Brenna						✓	
4								
5								
6								
7								
8								
9								
10								



Department of Integrated Services for Individuals with Disabilities



Dipattamenton Prugrama Para I Maninutet
Government of Guam

Michelle LC Perez
Acting Director

Joseph A. Cameron

Vocational Rehabilitation Administrator

Division of Vocational Rehabilitation (VR)

Lourdes A. Leon Guerrero
Governor

Joshua F. Tenorio
Lieutenant Governor

The Honorable Speaker Therese M. Terlaje
Chairperson
Committee on Health, Land, Justice and Culture
Guam Congress Building #163 Chalan Santo Papa
Hagatna, Guam 96910

July 10, 2023

RE: Legislative Confirmation Hearing:
Michelle Louise Cruz Perez
Position of Director for the Department of Integrated Services for Individuals with
Disabilities (DISID)

Håfa Adai Madame Speaker and Honorable Senators

Good morning. A special welcome to Ms. Michelle Louise Cruz Perez, who has been appointed by the Honorable Governor Lourdes Leon Guerrero to lead DISID.

Madame Speaker, there is no question that DISID can benefit from the same kind of fresh thinking that she has brought to the Government of Guam. She has sought to create high-quality services and opportunities for persons with disabilities. As you know very well, our greatest challenge is to improve the performance of DISID serving persons with disabilities in great need of assistance in their quest for a better life.

I have worked with Ms. Perez for the past sixteen (16) months. She achieves results with accuracy and precision; striving for perfection. DISID needs a fresh prospective. She achieves bottom-line results through positive actions.

Ms. Perez expresses that top priority are programs and services for DISID's consumers. I look forward in her efforts to retool programs and her ideas for change and reform. She most especially has the tacit ability to exchange ideas and hearing the pleas from others with renewed collaboration in the months and years ahead.

I was the first-ever Director of DISID and saw back then that there were going to be areas where I disagreed with policy-makers, but it was my hope then, and is still today that DISID's expectations is that by focusing on solutions, we can produce meaningful results for consumers, and their families.

I would be remiss if I didn't share with you my observations of Ms. Perez's character as a leader. The following are traits of Ms. Perez:

- Demonstrates a high level of administrative competence
- Enumerate and specifies procedures for implementing and administering written policies
- Improves administrative support systems
- Excels in effective and positive communications
- Communicates high expectations
- Demonstrates sound negotiating skills
- Encourages open communications to achieve mutual understandings.
- Makes maximum use of allocated funds
- Maintains effective cost controls
- Challenges conventional practices
- Is willing to make difficult and unpopular decisions for the good of DISID and its consumers well being
- Attains results regardless of task levels

In a nutshell, Ms. Perez controls the quality of the most crucial of all the variables contributing to the realization of departmental goals and objectives.

The list of traits I have just now expressed found in Ms. Perez are rarely found in managers these days.

Ms. Perez's extraordinary commitment in the field of special education was shown with her decades of work with the Guam Department of Education's special needs population and her tremendous commitment to children. This very act is now being exemplified with post-high school consumers still sorely lacking a system of care, for which Ms. Perez's education and experiences are a perfect fit for a DISID Director.

Many of us in this very room know of Ms. Perez's accomplishments over these many years. I am convinced that she will raise expectations for everyone as she continues to innovate and challenge the status quo every single day.

Madame Speaker and my dear honorable senators... this year marks my 51st year having worked in the field of disabilities. Additionally, having served as a Cabinet Appointee to 4 Governors of Guam, it's not often I freely give such adulations by way of testimony, as I do today for Ms. Perez!

With a sense of confidence, I whole-heartedly support the confirmation of Ms. Perez to the position of Director of DISID. I just commit to you that if you see fit to support her nomination today, she will do everything in her power to work with the same sense of commitment, the same urgency, and most importantly, the same courage for the next 4 years that she has exhibited for decades past in our area of disabilities.

Si Yu'os Ma'åse for this opportunity to address this august hall of the Guam Legislature.
I bid you good day.



Joseph Flores Artero-Cameron
Administrator
Division of Vocational Rehabilitation/ DISID

To: Whom It May Concern

LETTER OF SUPPORT- Michelle Perez

It is my pleasure to support the confirmation of Mrs. Michelle Cruz Perez, as the director of Department of Integrated Services for Individuals with Disabilities. In my professional associations with Mrs. Perez, she has demonstrated commitment to the students with disabilities during her tenure with the Guam Department of Education and was an asset in her role as a transition coordinator and teacher working closely with the students with disabilities for post-secondary transition.

Mrs. Perez has been a member of numerous educational teams ensuring supports, resources and services were provided to eligible students. In my previous role as the assistant principal of special programs at John F. Kennedy High School, we collaborated closely to ensure all IEP stipulated services and supports are within compliance guidelines. It has been my observation that Ms. Perez understands both students and the learning process to a degree that is among the best of special education professionals. There is no doubt in my mind regarding her ability to lead Department of Integrated Services for Individuals with Disabilities.

Mrs. Perez has clearly shown initiative and possesses the intellect necessary to complete her educational endeavors. Personally, I can attest to Mrs. Perez' s passion to assist others, and I am confident she will welcome the challenge and upon confirmation.

Ms. Perez will be a valuable asset to the island community as she leads the department forward and as a career educator, I support Ms. Perez without reservation for consideration and confirmation as the director of Department of Integrated Services for Individuals with Disabilities.



Asherdee Duenas Rosete

July 6, 2023



Principal, J.P. Torres Success Academy

July 9, 2023

Honorable Therese Terlaje
Speaker of the 37th Guam Legislature
Committee on Health, Land, Justice and Culture
Hagatna, Guam 96910

Testimony on the Appointment of Michelle LC Perez as Director for the Department of Integrated Services for Individuals with Disabilities

Hafa Adai Speaker Terlaje,

Thank you for allowing me to submit my testimony in support of the confirmation of Michelle Perez for the position of Director for DISID. I was a special education teacher for 18 years. My career experience expands from early childhood special education all the way to high school special education. It's been 9 years since I left the government. I now work for iCAN Resources, Inc., a non-profit private company who employs the largest number of adults with disabilities on island.

It is with honor I write this letter of support of the appointment of Michelle Perez as Director for the Department of Integrated Services for Individuals with Disabilities.

I had the opportunity to work with Ms. Perez as a teacher with the Division of Special Education (SPED) for over 10 years. Through my experience working with her and my observation, Ms. Perez was dedicated and hardworking, managing countless numbers of prospective students under the SPED program as they transitioned out into our local community. It was her due diligence that led her to understand and respect the process of the special education federal regulations while transitioning students with special needs. Ms. Perez's duties sometimes led her to overextend her commitment as a teacher, reaching out to make necessary connections between teachers, administrators, special service providers, parents, and local businesses, all in the interest of her students. Her professionalism and devotion as a teacher allowed her to effectively execute a high number of successful student outcomes upon graduation.

It had been 7 years since I worked with Ms. Perez after I left the Department of Education. I continued my services to people with disabilities now providing employment to adults with disabilities. This is where Ms. Perez and I reconnected, this time working together to service our local population of adults with disabilities. Since she took on a new role, I continue to see her dedication to public service. Working tenaciously to find ways to not only provide services but also to expand services for the local community. Her expertise and passion play a vital role in helping the community's most in need.

The Director of DISID is tasked with the responsibility of supporting and servicing the vulnerable population. She is kind, respectful and fair, making her extremely approachable if you need help. Because of her character, I believe Ms. Perez will do an excellent job of administering the duties of her position as Director. Thank you for this opportunity to express my support for her appointment.

Sinsramente,

Lisa Rebanio



July 10, 2023

Transmitted via Email:

Speaker Therese M. Terlaje

37th Guam Legislature

senatorterlajeguam@gmail.com

SUBJECT: Testimony in favor of the appointment of Michelle Perez, to serve as Director of DISID

Hafa Adai Speaker Terlaje,

I write to you today to express my wholehearted support of the appointment of Michelle Perez, to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID).

I have known Michelle all my life, and can state with certainty that she not only possesses the knowledge, skills and experience required for this position, but also the necessary moral standards.

Michelle is a truthful, fair and compassionate person, who does not shy away from challenges. I am confident that these attributes will work in the best interest of the population she has dedicated her life to serving.

Si Yu'os Ma'åse',

Charissa L. Manibusan



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CHAPTER 41
VOCATIONAL REHABILITATION

NOTE: Public Law 13-18 repealed Chapter VIII of Title XII, "Vocational Rehabilitation," and enacted a new Title XII-A, "Vocational Rehabilitation." Public Law 14-77 also added a new Title XII-A though this new title was named Guam Community College. The Community College Act of 1977 can be found in Chapter 30.

The Chapter was again repealed and reenacted by P.L. 18-32:1. **SOURCE** information below is given only for changes in the law since that time. This Chapter has been placed in Title 17 and renumbered by the Compiler. Again, this Chapter was repealed and reenacted by P.L. 24-16:2.

2009 NOTE: P.L. 28-045:10 (June 6, 2005) changed the name of the Department of Education to the Guam Public School System. The passage of P.L. 30-050:2 (July 14, 2009) reverted the name to the Department of Education.

- Article 1. Department of Integrated Services for Individuals with Disabilities (DISID).
- Article 2. Vocational Rehabilitation (DVR).
- Article 3. Division of Support Services for Individuals with Disabilities (DSSID).
- Article 4. Division of Health Planning Program and Development.
- Article 5. Division of Evaluation, Enforcement and Compliance.
- Article 6. Individuals with Disabilities Disaster Recovery Fund.
[Repealed]
- Article 7. Individuals with Significant Disabilities Vending Act

ARTICLE 1
DEPARTMENT OF INTEGRATED SERVICES FOR
INDIVIDUALS WITH DISABILITIES (DISID)

- § 41101. Department.
- § 41102. Definitions
- § 41103. Duties of DISID
- § 41104. Staff
- § 41105. Other Programs/Services.

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§ 41101. Department.

There is within the government of Guam an entity entitled "The Department of Integrated Services for Individuals with Disabilities (DISID)," which shall serve as a public service to coordinate and provide vocational rehabilitation and comprehensive community services for eligible individuals with disabilities.

§ 41102. Definitions.

For the purposes of this Chapter:

(a) Department means The Department of Integrated Services for Individuals with Disabilities ("DISID").

(b) Director means the Director of the Department of Integrated Services for Individuals with Disabilities ('DISID'). The Director shall be appointed by *I Maga'lahañ Guåhan* [Governor of Guam] and confirmed by *ILiheslaturan Guåhan*. The Director shall meet the following minimum qualifications:

(1) shall have graduated from a recognized college or university with a Master's Degree in Social Work or advanced degree in a related field of human services, and five (5) years experience in the field of disabilities or related field of human services of which three (3) years shall have been experienced as an administrator or director;

(2) shall have graduated from a recognized college or university with a Master's Degree in Public Health Administration or advanced degree in a related field of human services, and five (5) years experience in the field of disabilities or related field of human services of which three (3) years shall have been experienced as an administrator or director; or

(3) shall have graduated from a recognized college or university with a Bachelor's Degree in Social Work or degree in human services or related field and eight (8) years of experience in the field of disabilities or related

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field of human services of which five (5) years shall have been experienced as an administrator or director.

(c) [Repealed.]

SOURCE: Subsection (c) added by P.L. 24-92:6. Subsection (b) amended by P.L. 26-40:1. Subsection (c) repealed/reenacted by P.L. 26-40:2. Subsection (c) repealed by P.L. 26-76:55 which repealed the original enactment in P.L. 24-92 as part of abolishing the Guam Health Planning Division.

§ 41103. Duties of DISID.

(a) The DISID can accept grants, gifts, contributions and appropriations.

(b) The DISID shall conduct and provide for staff development, public education, and community awareness activities on the problems, needs, potentials, and rights of the individuals with disabilities through affirmative public education programs, including conferences, workshops and forums.

(c) The DISID shall serve as a central clearing house for public and private activities, which address the needs of persons with disabilities in Guam, review grant applications as related to the Division of Support Services for Individuals with Disabilities, proposed state plans and program descriptions in matters affecting persons with disabilities prior to submittal for the Governor's approval, and serve as a repository and disseminator of program information relating to persons with disabilities.

(d) The DISID shall review, assess and make recommendations addressing problems and needs and the availability of adequate services and resources for persons with disabilities in Guam through research and studies with regard to but not limited to employment, education, health, social services, recreation, civil rights, public facilities, housing, vocational training and rehabilitation, transportation and other matters pertinent to the well-being and independence of persons with disabilities, and to publicize the results thereof.

(e) The DISID shall compile and maintain a data base on the incidence of disabling conditions and number of persons with disabilities in Guam, and on resources allocated to address the needs of persons with disabilities.

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(f) The DISID shall develop short and long-term plans to meet the needs of individuals with disabilities through facilitating the coordination of services and programs in collaboration with other organizations and/or agencies, whether they are community, public and/or private.

(g) The DISID shall be the state agency to supervise and administer the vocational rehabilitation services authorized by this Chapter under the state plan formulated in conformance with the Federal Vocational Rehabilitation Act, as amended, except for that part, as may be administered by a local agency of a political subdivision in the State, and DISID shall be the agency to supervise the local agency in the administration of that part.

(h) The DISID shall submit a detailed report on its activities and responsibilities to the Governor and the Speaker of the Guam Legislature on January 1 of each year, and for the previous fiscal year, and publish its availability for review to the public.

(i) The DISID shall implement Quality Assurance Programs to assure compliance of all public and private entities consistent with applicable local and federal statutes pertaining to individuals with disabilities.

(j) The DISID shall be designated as the state agency to administer the state plan for vocational rehabilitation services and services for adults who are blind.

(k) The DISID shall implement, consistent with applicable local and federal statutes, a fair, timely and impartial grievance procedure to provide administrative due process and recourse for individuals aggrieved by any action or failure to act on the part of the department under this Act.

(l) Design and implement an information and referral system for easy accessibility for individuals with disabilities and others who may benefit from services of DISID and availability of other services.

(m) The DISID shall develop a Certification Program and fees pertaining thereto, pursuant to the Administrative Adjudication Law, to include certification levels, performance standards and training targets that will ensure government of Guam employees

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are capable of providing services to individuals with disabilities in a manner with respect and high regard. Such government of Guam employees shall include, but not be limited to, customer service personnel and uniformed personnel, as defined in 4 GCA § 8104(p). DISID is authorized to permit other government of Guam agencies and public and private educational institutions to provide training relative to providing services to individuals with disabilities; however, DISID shall certify the participants' completion of such training activities.

SOURCE: Subsection (m) added by P.L. 31-266:2 (Dec. 26, 2012).

§ 41104. Staff.

The DISID shall hire staff to assist in the performance of its duties in compliance with Title 4, Guam Code Annotated, and personnel rules and regulations.

§ 41105. Other Programs/Services.

DISID will review annually the needs for new systems, or improvement of existing systems. DISID shall create and advocate for the expansion of programs and services and other systems as required to implement the services necessary for persons with disabilities.

ARTICLE 2
DIVISION OF VOCATIONAL REHABILITATION (DVR)

SOURCE: This Article was added by P.L. 24-16:2.

- § 41201. Division
- § 41202. Definitions
- § 41203. Administration.
- § 41204. Rehabilitation Advisory Council (RAC) for Division of Vocational Rehabilitation (DVR)
- § 41205. Rehabilitation Advisory Council (RAC) Function.
- § 41206. Meetings
- § 41207. Compensation.
- § 41208. Establishment of a Community Rehabilitation Program.
- § 41209. Independent Living Services.

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- § 41210. Employment of Individuals with Severe Disabilities.
§ 41211. Misuse of Lists and Records.

§ 41201. Division.

There is within the Department of Integrated Services for Individuals with Disabilities (DISID), a Division of Vocational Rehabilitation (DVR) which shall, as a public service, provide vocational rehabilitation services to eligible individuals with disabilities, and which shall be designated as the designated state unit to administer the state plan for vocational rehabilitation services and for the blind.

(a) (1) DVR may cooperate with other departments, agencies, and institutions, both public and private, in providing the services authorized by the Division to individuals with disabilities in studying the problems involved therein, and in establishing, developing, and providing, in conformity with the purposes of the DVR such programs, facilities, and services as may be necessary or desirable.

(2) Cooperation may include contracts and cost-sharing agreements, to the extent permitted by the Rehabilitation Act of 1973 (P.L. 93-112), as amended, and the implementing Federal regulations.

(3) Within the scope of the Federal Rehabilitation Act, through cooperative agreements with other public agencies, DVR shall be consistent with their approved state plan. To provide these services, with the provisions of Federal law, DVR and other agencies shall share facilities, utilize existing eligibility and assessment information, participate in cross-training for agencies participating in cooperative programs, and engage in other cooperative activities to reduce duplication of services, and to provide a new enhanced pattern of vocational rehabilitation services for persons with disabilities.

(b) DVR may cooperate with Department of Education and with the public post-secondary education system to provide instruction, individual counseling and guidance, and

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related rehabilitation services for eligible students with disabilities.

(c) DVR and the Department of Education will coordinate efforts in assisting vocational orientation of students with disabilities.

(d) In performing any rehabilitative services or in contracting with other public or private agencies for rehabilitative services, DVR shall take into consideration the needs of non-English-speaking persons with disabilities and shall provide language assistance consistent with the approved state plan to those individuals participating in the Division's public or private rehabilitation programs.

(e) To the extent funds are available, DVR also shall take into consideration the needs of persons with disabilities who rely on alternate modes of communication; such as manual communication, tactile, oral and nonverbal communication devices; and shall provide communication assistance to those individuals participating in DVR's programs consistent with the approved state plan.

(f) DVR shall conduct strategic planning which may include research and compilation of statistics, relating to the provision of services or the need of services by persons with disabilities.

(g) Financial need shall be considered in the furnishing or denial of services in accordance with the approved state plan.

(h) Pursuant to Federal law, DVR may conduct an evaluation, when necessary, including, but not limited to, diagnostic and related services necessary to determine eligibility for vocational rehabilitation services and for choosing rehabilitation goals, objectives and services.

(i) Pursuant to Federal law, DVR shall establish a priority order to be followed in selecting individuals to whom vocational rehabilitation services will be provided, consistent with the approved state plan.

(j) License blind individuals to operate vending stands, under its supervision and control, property of the government

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of Guam and on Federal or other property, pursuant to the Randolph-Sheppard Act or any other Act of Congress relating to the subject; supervise the operation of vending stands and other small businesses established pursuant to this Chapter to be operated by persons with severe disabilities.

§ 41201.1 Public School Library Resources Fund.

NOTE: Compiler believes this section number to be a manifest clerical error in P.L. 27-05:6. Moved by Compiler to 17 GCA § 4120.1 to fit harmoniously within the code.

§ 41202. Definitions.

For the purpose of this Article:

(a) Council means the Rehabilitation Advisory Council (RAC) for Division of Vocational Rehabilitation (DVR).

(b) Division means the Division of Vocational Rehabilitation (DVR).

(c) Administrator means the Administrator of the Division of Vocational Rehabilitation (DVR), who shall be an ex-officio non-voting member of the RAC. The Administrator must have at least a bachelors degree in Special Education, Vocational Rehabilitative Counseling Services or related subject, and at least four (4) years of experience in vocational rehabilitation service or related service dealing with persons with disabilities of which two (2) years shall be administrative. The position shall be of the classified service of the government of Guam. The position Classification Standard and Compensation shall be established by the Director of Administration.

(d) Individual with a Disability means any individual who:

(1) Has a physical or mental impairment which for this individual constitutes or results in a substantial impediment to employment, and can benefit in terms of an employment outcome through the provision of vocational rehabilitation services provided, pursuant to Title I, III, VI, or VIII of the Vocational Rehabilitation Act of 1973, as amended.

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(2) Can benefit in terms of an employment outcome from vocational rehabilitation services provided pursuant to this Chapter.

(e) Individual with a Severe Disability means an individual with a disability who has a severe physical or mental impairment, which seriously limits one or more functional capacities as defined by the Vocational Rehabilitation Act, as amended.

(f) Vocational Rehabilitation Services means those services identified in this Article, to include services identified in the approved state plan. All expenses for the purposes of these services will not be restricted or included under capital outlay.

(g) Supported Employment means competitive work in integrated work settings for individuals with the severe disabilities for whom competitive employment has not traditionally occurred; or for whom competitive employment has been interrupted or intermittent as a result of a severe disability; and who, because of the nature and severity of their disability, need intensive supported employment services for the period, and any extended services to include transitional employment for persons who are individuals with the most severe disabilities due to mental illness.

(h) Nonprofit when used with respect to a rehabilitation facility means a rehabilitation facility which is owned and operated by a corporation or association, no part of the net earnings of which accrues or may lawfully accrue, to the benefit of any private shareholder or individual, and the income of which is exempt from taxation under §501(c)(3) of the Internal Revenue Code of 1954.

(i) Assessment for determining eligibility and vocational rehabilitation needs means, to determine whether an individual is eligible for vocational rehabilitation services; and to the extent additional data is necessary to make such determination, a preliminary assessment of such data, including the provision of goods and services during such assessment; to the extent additional data is necessary, a

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comprehensive assessment, including the administration of the assessment, of the unique strengths, resources, priorities, interests and needs, including the need for supported employment, of an eligible individual to make a determination of the goals, objectives, nature and scope of vocational rehabilitation services to be included in the individualized written rehabilitation program of the individual, which comprehensive assessment is limited to information that is necessary to identify the rehabilitation needs of the individual to develop the rehabilitation program of the individual; uses, as a primary source of such information, to the maximum extent possible and appropriate and in accordance with confidentiality requirements - existing information; and such information as can be provided by the individual and , where appropriate, by the family of the individual; may include, to the degree needed to make such a determination, an assessment of the personality, interests, interpersonal skills, intelligence and related functional capacities, educational achievements, work experience, vocational aptitudes, personal and social adjustments and employment opportunities of the individual, and the medical, psychiatric, psychological and other pertinent vocational, educational, cultural, social, recreational and environmental factors, that affect the employment and rehabilitation needs of the individual and may include an appraisal of the patterns of work behavior of the individual and services needed for the individual to acquire occupational skills, and to develop work attitudes, work for successful job performance, including the utilization of work in real job situations to assess and develop the capacities of the individual to perform adequately in a work environment; and referral; the provision of vocational rehabilitation services to an individual for a total period not in excess of eighteen (18) months for the limited purpose of making determinations regarding whether an individual is eligible for vocational rehabilitation services and regarding the nature and scope of vocational rehabilitation services needed for such individual; and an assessment at least once every ninety (90) day period during which such services are provided, of the results of the provision of such services to an

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individual to ascertain whether any of the determinations described may be made.

(j) State means any one of the several states, territories or possessions of the United States.

(k) Community Rehabilitation Program means a program that provides directly or facilitates the provision of vocational rehabilitation services to individuals with disabilities, and that provides, singly or in combination, for an individual with a disability to enable the individuals to maximize opportunities for employment, including career advancement:

(1) Comprehensive rehabilitation services which shall include, under one management, medical, psychological, social, and vocational services.

(2) Testing, fitting or training in the use of prosthetic and orthotic devices.

(3) Recreation therapy.

(4) Physical and occupational therapy.

(5) Speech, language and hearing therapy.

(6) Psychiatric, psychological and social services.

(7) Personal and work adjustment.

(8) Vocational training, in combination with other rehabilitation services.

(9) Evaluation or control of special disabilities.

(10) Assessment for determining eligibility and vocational needs, including evaluation for supported employment, development, and placement in jobs.

(11) Development of, and placement in jobs.

(12) Job coaching services to enable a person with disabilities to obtain or maintain supported or competitive employment.

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(13) Extended employment for persons with severe disabilities who cannot be readily absorbed into the competitive labor market.

(14) Personal assistance services.

(l) Vocational Rehabilitation Services when provided to and individual means any one or any combination of the following services:

(1) an assessment for determining eligibility and vocational rehabilitation needs by qualified personnel, including, if appropriate, assessment by personnel skilled in rehabilitation technology;

(2) counseling, guidance, and work-related placement services for individuals with disabilities, including job search assistance, placement assistance, job retention services, personal assistance services and follow-up, follow-along, and specific post employment services necessary to assist such individuals to maintain, regain or advance in employment;

(3) vocational and other training services for individuals with disabilities, which shall include personal and vocational adjustment, books or other training materials, and such services to the families of such individuals as are necessary to the adjustment or rehabilitation of such individuals, except that no training services in institutions of higher education shall be paid for with basic support Federal funds unless maximum efforts have been made to secure grant assistance, in whole or in part, from other sources to pay for such training;

(4) physical and mental restoration services, including, but not limited to,

(A) corrective surgery or therapeutic treatment necessary to correct or substantially modify a physical or mental condition which is stable or slowly progressive and constitutes an impediment to employment, but is of such nature that such

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correction or modification may reasonably be expected to eliminate or reduce such impediment to employment within a reasonable length of time,

(B) prosthetic and orthotic devices,

(C) eyeglasses and visual services, as prescribed by qualified personnel under Guam licensure laws,

(D) special services, including transplantation and dialysis, artificial kidneys and supplies necessary for the treatment of individuals with end-stage renal disease, and

(E) diagnosis and treatment for mental and emotional disorders by qualified personnel under Guam licensure laws;

(5) maintenance for costs incurred while participating in rehabilitation;

(6) interpreter services for individuals who are deaf, and reader services for those individuals determined to be blind after an examination by qualified personnel under Guam licensure laws;

(7) recruitment and training services for individuals with disabilities to provide them with new employment opportunities in the fields of rehabilitation, health, welfare, public safety and law enforcement, and other appropriate service employment;

(8) rehabilitation teaching services and orientation and mobility services for individuals who are blind;

(9) occupational licenses, tools, equipment and initial stocks and supplies;

(10) transportation in connection with the rendering of any vocational rehabilitation service;

(11) telecommunication, sensory and other technological aids and devices;

(12) rehabilitation technology services;

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(13) referral and other services designed to assist individuals with disabilities in securing needed services from other agencies through agreements developed, if such services are not available under the Rehabilitation Act of 1973, as amended;

(14) transition services that promote or facilitate the accomplishment of long-term rehabilitation goals and intermediate rehabilitation objectives;

(15) on-the-job training or other related personal assistance services provided while an individual with a disability is receiving vocational rehabilitation services;

(16) supported employment services; and

(17) vocational rehabilitation services, when provided for the benefit of groups of individuals, may also include the following:

(A) in the case of any type of small business operated by individuals with the most severe disabilities, the operation of which can be improved by management services and supervision provided by the Department, the provision of such services and supervision, along or together with the acquisition of equipment and initial stocks and supplies;

(B) the establishment, development, or improvement of community rehabilitation programs, including under special circumstances, the construction of a facility, and the provision of other services, including services offered at community rehabilitation programs, which promise to contribute substantially to the rehabilitation of a group of individuals, but which are not related directly to the individualized rehabilitation written program of any one individual with a disability. Such programs shall be used to provide services that promote integration and competitive employment;

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(C) use of existing telecommunications systems, including telephone, television, satellite, radio, and other similar systems, which have the potential for substantially improving service delivery methods, and the development of appropriate programming to meet the particular needs of individuals with disabilities;

(D) the use of services providing recorded material for individuals who are blind and captioned films or video cassettes for individuals who are deaf; and

(E) technical assistance and support services to businesses that are subject to Title I of the Americans with Disabilities Act of 1990 (42 U.S.C. §12111 *et seq.*) and that are seeking to employ individuals with disabilities.

(m) Designated State Unit or State Vocational Rehabilitation Agency means the designated state unit, which is the Division of Vocational Rehabilitation (DVR), designated to develop and administer the State Plan for Vocational Rehabilitation Services.

(n) State Plan means the annual State Plan for Vocational Rehabilitation Services, or the vocational rehabilitation services part of a consolidated rehabilitation plan for vocational rehabilitation. In order to be eligible to participate in programs under the Rehabilitation Act of 1973, as amended, the Division shall submit to the Commissioner of Region IX, USDOE/Rehabilitation Services Administration a plan for vocational rehabilitation services for a three (3) year period, or shall submit the plan on such date, and at such regular intervals, as may be determined to be appropriate to coincide with the intervals at which the Division submits state plans under other Federal laws, such as part B of the Individuals with Disabilities Education Act (20 U.S.C. §1411 *et seq.*).

(o) Individualized written rehabilitation program shall do all of the following:

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(1) Be designed to achieve the employment objective of the individual, consistent with the unique strengths resources, priorities, concerns, abilities and capabilities of the individual, and to the maximum extent appropriate, to include placement in integrated settings.

(2) Be jointly developed and agreed upon by the eligible individual, or when appropriate, the individual's parent, family member, guardian, advocate or authorized representative, and DVR. In developing the program, DVR shall inform the individual about and involve the individual in choosing among alternative goals, objectives, available services, entities providing the services and the methods used to provide or procure the services.

(3) Contain all of the information required by Federal law and regulations, including a statement of the specific vocational goods and services to be provided, and the terms and conditions under which available goods and services will be provided, to the extent Federal funds are available, to the individual in the most integrated setting.

(4) An individual is eligible for assistance consistent with the approved state plan.

(p) Assistive Technology Service means any service that directly assists an individual with a disability in the selection, acquisition, or use of an assistive technology device; including:

(1) the evaluation of the needs of an individual with a disability, including a functional evaluation of the individual in his or her customary environment or work place;

(2) purchasing, leasing, or otherwise providing for the acquisition by an individual with a disability of an assistive technology device;

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(3) selecting, designing, fitting, customizing, adapting, applying, maintaining, repairing, or replacing assistive technology devices;

(4) coordinating and using other therapies, interventions, or services with assistive technology devices, such as those associated with existing education and rehabilitation plans and programs;

(5) training or technical assistance for an individual with a disability or, if appropriate, the family members, guardians, advocates, or authorized representatives of the individual; and

(6) training or technical assistance for professionals (including individuals providing education and rehabilitation services), employers, or others who provide services to, employ, or are otherwise substantially involved in the major life functions of individuals with disabilities, to the extent that training or technical assistance is necessary to the achievement of an employment outcome by an individual with a disability.

(q) Comparable Services and Benefits means services and benefits that are:

(1) provided or paid for, in whole or in part, by other Federal or Local public agencies, by health insurance, or by employee benefits;

(2) available to the individual within a reasonable period of time; and

(3) commensurate to the services that the individual would otherwise receive from the Division.

(r) Competitive Employment means work:

(1) in the competitive labor market that is performed on a full-time or part-time basis in an integrated setting; and

(2) for which an individual is compensated at or above the minimum wage, but not less than the prevailing wage for the same or similar work in the local

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community performed by individuals who are not disabled.

(s) Employment Outcome means, with respect to an individual, entering or retaining full-time or, if appropriate, part-time competitive employment in the integrated work setting to the greatest extent practicable; supported employment; or any other type of employment that is consistent with an individual's strengths, resources, priorities, concerns, abilities, capabilities, interests and informed choice.

(t) Extended Employment means work in a non-integrated or sheltered setting for a public or private nonprofit agency or organization that provides compensation in accordance with the Fair Labor Standards Act, and any needed support services to a person with a disability to enable the individual to continue to train or otherwise prepare for competitive employment, unless the individual through informed chooses to remain in extended employment.

(u) Integrated Setting with respect to the provision of services or an employment outcome, means a setting typically found in the community in which applicants or eligible individuals have the opportunity to interact on a regular basis with non-disabled individuals other than non-disabled individuals who are providing services to those applicants or eligible individuals.

(v) Maintenance means monetary support provided to an eligible individual or an individual receiving extended evaluation services for those living expenses, such as food, shelter and clothing, that are excess of the normal living expenses of the individual and that are necessitated by the individual's participation in a program of vocational rehabilitation services.

(w) Personal Assistance Services means a range of services provided by one or more persons designed to assist an individual with a disability to perform daily living activities on or off the job that the individual would typically perform without assistance if the individual did not have a disability. The services must be necessary to the achievement of an

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employment outcome and may be provided only while the individual is receiving other vocational rehabilitation services. The services may include training in managing, supervising and directing personal assistance services.

(x) Physical and Mental Restoration Services means corrective surgery or therapeutic treatment that is likely, within a reasonable period of time, to correct or modify substantially a stable or slowly progressive physical or mental impairment that constitutes a substantial impediment to employment.

(y) Transitional Employment as used in the definition supported employment, means a series of temporary job placements in competitive work in integrated settings with ongoing support services for individuals with the most severe disabilities due to mental illness. In transitional employment, the provision of ongoing support services must include continuing sequential job placements until job permanency is achieved.

COMMENT: Effective January 1, 2006, reference to the “Civil Service Commission,” amended to “Director of Administration” pursuant to P.L. 28-068:IV:45 (Sept. 30, 2005).

NOTE: Pursuant the authority granted by 1 GCA § 1606, numbers and/or letters were altered to adhere to the Compiler’s alpha-numeric scheme.

§ 41203. Administration.

(a) All executive and administrative functions of DVR are vested in the Administrator, who is the ex-officio non-voting member of the RAC. The Administrator's salary and benefits shall be established in accordance with 4 GCA government of Guam Unified Pay Schedule.

(b) The authority and responsibility of the Administrator shall include the following:

(1) to see that all rules and regulations of DVR are enforced;

(2) to attend all scheduled meetings of RAC and submit a quarterly written report on the affairs of the Division with data and in a format requested by the Council of the affairs, needs

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and immediate problems of DVR on the issues requested by RAC as defined the Vocational Rehabilitation Act;

(3) to keep the RAC informed of the needs of the Division;

(4) to devote his or her entire time to the business of the DVR;

(5) to plan, organize, coordinate and control the services of such employees as to achieve the goals of DVR;

(6) will address the current and projected vocational rehabilitation services personnel training needs for DVR;

(7) provide for the coordination and facilitation of efforts between DVR and institutions of higher education and professional associations to recruit, prepare and retain qualified personnel, including personnel from minority backgrounds, and personnel who are individuals with disabilities;

(8) responsible for the implementation of agreements with the operators of community rehabilitation programs for the provision of services for the rehabilitation of individuals with disabilities;

(9) provide that special consideration will be given to the rehabilitation under the Rehabilitation Act of 1973, as amended, of a person with a disability whose disability was sustained in the line of duty while such individual was performing as a public safety officer, if the proximate cause of such disability was a criminal act or hazardous condition resulting directly from the officer's performance of duties in direct connection with the enforcement, execution and administration of law or fire prevention, fire fighting or related public safety activities if there is an approved order of selection plan;

(10) provide outreach procedures to identify and serve persons with disabilities who are minorities and persons with disabilities, who have been unserved or underserved by the vocational rehabilitation system;

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(11) provide services designed to promote supported employment, independent living and community participation;

(12) provide that DVR has the authority to enter into contracts with profitmaking organizations for the purpose or providing on-the-job training and related programs for persons with disabilities under Part B of Title VI of the Rehabilitation Act of 1973, as amended, upon a determination by the Division that such profit making organizations are better qualified to provide such rehabilitation services than nonprofit agencies and organizations;

(13) develop and implement a strategic plan for expanding and improving vocational rehabilitation services for persons with disabilities;

(14) seek and seriously consider on a regular and ongoing basis advice from the RAC regarding the development and implementation of the state plan and the strategic plan and amendments to the plans, and other policies and procedures of general applicability pertaining to the provision of vocational rehabilitation services in Guam. Copies of the aforementioned items must be submitted to RAC two (2) months prior to submission to the Guam State Clearinghouse, Federal agency(ies) or the public;

(15) cooperate with the Federal government in carrying out the purpose of any Federal statute pertaining to vocational rehabilitation;

(16) adopt the Rehabilitation Act of 1973, as amended in 1992, and any future amendments thereof, in administering vocational rehabilitation services.

§ 41204. Rehabilitation Advisory Council (RAC) for Division of Vocational Rehabilitation (DVR).

(a) Pursuant to Federal law, there is a Rehabilitation Advisory Council (RAC), that shall advise and assist the Administrator after soliciting recommendations from representatives of organizations representing a broad range of individuals with disabilities and organizations interested in individuals with disabilities in carrying out the vocational rehabilitation provisions of DVR.

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(b) Composition. The Administrator will submit nominations for membership of RAC for approval by the Governor and shall be composed of the representatives specified in the Vocational Rehabilitation Act, as amended. The members shall include:

(1) At least one (1) representative of the Statewide Council on Independent Living which representative may be the Chairperson;

(2) At least one (1) representative of a parent training and information center;

(3) At least one (1) representative of the Client Assistance Program;

(4) At least one (1) vocational rehabilitation counselor with knowledge of and experience with vocational rehabilitation programs, who shall serve as an ex-officio, nonvoting member if employed by the Division of Vocational Rehabilitation (DVR);

(5) At least one (1) representative of community rehabilitation program service providers;

(6) At least four (4) representatives of business, industry, and labor;

(7) Representatives of disability advocacy groups representing a cross section of individuals with physical, cognitive, sensory and mental disabilities, and parents, family members, guardians, advocates or authorized representatives of individuals with disabilities who have difficulty in representing themselves or are unable due to their disabilities to represent themselves;

(8) Current or former applicants for, or recipients of, vocational rehabilitation services; and

(9) The Administrator of DVR, who shall be an ex-officio non-voting member.

(c) A majority of the council members shall be persons who have disabilities and are not employed by DVR. The RAC members shall elect a chairperson from the membership. Each member of the RAC shall serve a three-year term, but may not

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serve more than two (2) consecutive full terms. Terms shall be staggered.

§ 41205. Rehabilitation Advisory Council (RAC) Function.

The RAC shall provide technical assistance and advise DVR on eligibility, order of selection, services provided, performance of DVR and other public and private entities. The RAC shall prepare and submit an annual report by November 30 for the previous fiscal year to the Governor of Guam on the status of the vocational rehabilitation programs within Guam and make the report available to the public.

§ 41206. Meetings.

(a) The RAC shall convene at least four (4) meetings a year to conduct RAC business that are publicly announced, open and accessible to the public, including individuals with disabilities; and

(b) Conduct forums or hearings, as appropriate, that are publicly announced, open and accessible to the public, including individuals with disabilities.

§ 41207. Compensation.

Federal funds appropriated under Title I of the Rehabilitation Act, as amended, except funds to carry out Sections 112 and 130 of the Act, may be used to compensate and reimburse the expenses of the RAC members in accordance with Section 105(g) of the Rehabilitation Act, as amended. The RAC shall serve with compensation and shall be reimbursed for reasonable expenses, including travel expenses, necessary for the performance of their duties.

§ 41208. Establishment of a Community Rehabilitation Program.

The establishment of a community rehabilitation program means the acquisition, expansion, remodeling or alteration of existing buildings necessary to adapt them to community rehabilitation program purposes or to increase their effectiveness for such purposes, subject, however, to such limitations as the Federal government, or the Administrator, may, by regulation, prescribe in order to prevent impairment of the objectives of, or

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duplication of, other laws providing assistance in the construction of such facilities for community rehabilitation programs and may include additional equipment and staffing permitted by Federal law or regulation.

(a) It is the purpose of this Chapter to extend the opportunities for eligible individuals with disabilities for employment through encouragement of local communities to develop rehabilitation programs and to provide Guam with information concerning their effectiveness in providing employment and rehabilitation services to individuals with disabilities.

(b) DVR may provide consultative services to organizations in the establishment and operation of community rehabilitation programs for individuals with disabilities. These consultative service shall include the bringing together of persons interested in the established community rehabilitation programs, surveying community needs, securing the cooperation of other community agencies, planning methods of financing, securing work contracts, establishing professional standards and maintaining of appropriate records.

(c) DVR may contract with qualified persons or firms for consultation in such technical fields as accounting, engineering and sales so that the directors and governing bodies of the community rehabilitation programs may be advised as to the desirability of any undertaking, and the best methods of achieving their objectives.

(d) It is the intent of DVR to encourage the local government agencies and departments to purchase products manufactured by and services provided by public or private nonprofit Guam corporations operating workshops serving persons with disabilities whenever it is feasible to do so, and the proximity of the public or private nonprofit Guam corporations operating workshops serving individuals with disabilities makes the purchases reasonably convenient, and to provide equality of competitive advantage for organizations operating workshops for persons with disabilities and

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organizations operating workshops for individuals who are blind.

(e) Only local government agencies or departments may, without advertising or calling for bids, purchase materials and supplies manufactured and services provided by public or private nonprofit Guam corporations operating community rehabilitation programs serving persons with disabilities who have indicated an interest in supplying those goods and services and may, on an equitable basis apportion the business among the interested community rehabilitation programs, provided the goods or services meet the specifications and needs of the purchasing agency or department and are purchased at a fair market price, as determined by General Services Agency and provided that the public or private nonprofit Guam corporations comply with all of the following requirements:

(1) Contract work obtained under this Section shall be performed by a labor force which is comprised primarily of persons with disabilities, as measured by the percentage of person-hours of direct labor devoted to the contract work.

(2) For purposes of this Paragraph, primarily means seventy-five percent (75%) or greater.

(3) Agree to make those elections permitted of any nonprofit corporation under the Federal Insurance Contributions Act and the Guam Unemployment Insurance Code in order to provide social security and unemployment and disability benefits for its employees commencing with its first contract or purchase order under this Section and continuing thereafter. In the event that the nonprofit corporation ceases to provide those benefits, any existing contract or purchase order under this Section with the corporation is terminated, and no further contracts or purchase orders shall be awarded to that corporation for the period of two (2) years after the corporation ceases to provide benefits. For the purpose of this Subdivision, a person with a disability shall be

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considered an employee when performing productive work.

(4) Provide in its articles of incorporation that at least two (2) of the directors of its board of directors shall be comprised of persons with disabilities or the parents, guardians or conservators of persons with disabilities. Directors who are also employees of the nonprofit corporation shall not participate in, or be present at discussions of, the board of directors concerned with labor-management contract negotiations.

(5) Provide for employees with disabilities of the nonprofit corporation benefits and other employer-employee agreements substantially equal to those benefits and agreements entered into between each nonprofit corporation and the representatives designated by a majority of the employees.

(6) Not commit any unfair labor practices as defined in Section 8(a) of the National Labor Relations Act.

(7) Abide by the provisions of the Federal Fair Labor Standards Act, the Walsh-Healy Public Contract Act, the Wagner O Day Act, and the regulations of the government of Guam Department of Labor.

§ 41209. Independent Living Services.

(a) DVR may establish and enter into contracts not to exceed three (3) years per contractual period, a nonprofit corporation qualified to provide independent living services. In the event that no nonprofit corporations exist or there are no bid requests from a nonprofit corporation, the contract may be opened to the general public.

(b) DVR shall implement the Independent Living Services consistent with the approved Independent Living State Plan.

§ 41210. Employment of Individuals with Severe Disabilities.

(a) Departments and agencies of the government of Guam shall adopt departmental rules and regulations for the hiring of

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individuals with severe disabilities. Such rules shall include the granting of preference credits allowed under 4 GCA § 4104.

(1) Eligibility Procedures. An individual with severe disability as defined in the Rehabilitation Act to mean an individual with severe physical or mental impairment whose ability to function independently in the family or community or whose ability to obtain, maintain or advance in employment is substantially limited and for whom the delivery of independent living services will improve the ability to function, continue functioning, or move towards functioning independently in the family or community or to continue in employment, respectively. He/she is considered to meet the two percent (2%) employment program eligibility criteria when an appropriate certification is received from a counselor from the Division of Vocational Rehabilitation ('DVR'). This certification will be based on knowledge of the jobsite by the counselor and will relate to a specific position. The certification must state that in the counselor's judgment the proposed applicant for the position has the ability to perform the duties of the position with or without assistive technology devices and is capable to perform the work without possible injury to himself/herself or to others.

(2) The Certification must be supported by a report of a medical examination that fully reflects the nature and extent of the disability and a narrative statement from a Guam-licensed medical provider that documents:

(A) ability of the proposed applicant to do the job, based on the recommended need for a job coach;

(B) recommendations of job modifications, if needed;

(C) recommendations for work-site modifications, if needed;

(D) limitations of the proposed applicant which would affect work in the job situation (modified work schedules, flexible leave policies, acquisition or modification of equipment and/or devices);

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(E) other information concerning the proposed applicant which would be helpful in assuring a successful placement.

(b) Government of Guam departments and/or agencies shall employ at least two percent (2%) of the workforce with severe disabilities, meeting the criteria as defined by local or Federal agencies and certified by a counselor from the Division of Vocational Rehabilitation ('DVR'). Government of Guam departments and/or agencies may meet such requirement through direct employment, or by contract with non-profit organizations employing individuals with disabilities.

Non-profit organizations contracted under this Provision shall be required to have the contracted services performed by individuals with disabilities who meet the criteria contained herein. Such employment shall be on a temporary, limited-term employment not to exceed six (6) months. The immediate supervisor shall complete an evaluation of the individual's performance, and if the immediate supervisor, with the concurrence of the appointing authority, determines that the individual has performed satisfactorily either prior to or after the expiration of the six (6) month period, the position occupied by the individual shall be converted to permanent employment.

If the evaluation recommends that the individual may require an extension of the employment program, the immediate supervisor and the counselor at DVR shall develop a revised Individual Work Rehabilitation Plan ('IWRP') to assure successful placement not to exceed an additional six (6) months, which may include consideration of a department or agency acquisition, or modification of assistive technology devices or services, or placement to other positions in another agency/department within the government of Guam. DVR shall provide a work coach to assist the department and/or agency when necessary. DVR shall be responsible to monitor compliance by the departments and/or agencies.

(c) Government of Guam departments and/or agencies shall consult with the Administrator of the Division of Vocational Rehabilitation to advise them of which individuals with severe disabilities meet the eligibility criteria. The Division of Vocational

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Rehabilitation shall maintain a listing of those individuals and their capabilities for reference by the department and/or agency. For the government of Guam departments and/or agencies who meet the requirement by contract with non-profit organizations, the Division of Vocational Rehabilitation must first certify that such non-profit organizations employing individuals with disabilities meet the eligibility criteria herein.

(d) Government of Guam departments and/or agencies cannot use standards, criteria or other methods of administration have the effect of discrimination on the basis of disability, may not use employment tests or other selection criteria that tend to screen out individuals with disabilities unless the test is related to the job and consistent with government needs, must select and administer employment to individuals with severe disabilities so that they accurately reflect the skills, aptitude and other features they purport to measure.

(e) Government of Guam departments and/or agencies should provide reasonable accommodations to an individual with severe disabilities:

(1) making existing facilities used by employees readily accessible to persons with disabilities; and

(2) job restructuring; flexible work schedules; acquisition or modifications of equipment or devices; modification of examinations; training materials or policies; and similar accommodations for individuals with severe disabilities.

(f) Provisions of this Section shall only apply to all new applicants certified under the two percent (2%) employment program and those individuals presently participating in of the seven hundred (700) hour program upon enactment of this Act.

SOURCE: Subsections (a)(i), (b) and (f) amended by P.L. 24-252. Subsections (b) and (c) amended by P.L. 26-109:2 and 3.

NOTE: P.L. 25-109 added the following sections (uncodified) relative to staffing and funding the positions referred to in the amendments to this section:

“Section 4. The implementation of this provision shall not be affected by current and future contract hiring restrictions of the government of Guam and its departments and/or agencies.

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Section 5. Funding. (a) Government of Guam departments and/or agencies shall reserve enough funding from their budget in order to fund the requirement set forth under § 41210(b) of Title 17 of the Guam Code Annotated.

(b) If government of Guam departments and/or agencies are unable to employ the requirement pursuant to § 41210(b) of Title 17 of the Guam Code Annotated, due to the lack of individuals with disabilities who are able to work, the reserved fund shall be utilized for the purchases of supplies produced by non-profit organizations employing individuals with disabilities and/or products manufactured by individuals with disabilities.”

NOTE: Pursuant the authority granted by 1 GCA § 1606, numbers and/or letters were altered to adhere to the Compiler’s alpha-numeric scheme.

§ 41211. Misuse of Lists and Records.

It shall be unlawful, except for purposes directly connected with the administration of the Vocational Rehabilitation Program, and in accordance with applicable rules and regulations, for any person to solicit, disclose, receive, make use of, authorize, knowingly permit, participate in or acquiesce in, the use of any name of or any information concerning a person applying for or receiving vocational rehabilitation directly or indirectly derived from the records, papers, files or communications of the Council or Division thereof acquired in the course of performance of official duties. Any violation of this Section shall be a misdemeanor.

ARTICLE 3
DIVISION OF SUPPORT SERVICES FOR
INDIVIDUAL WITH DISABILITIES (DSSID)

SOURCE: This Article was added by P.L. 24-16:2.

- § 41301. Division.
- § 41302. Definitions.
- § 41303. Administration.
- § 41304. Community Services for Persons with Disabilities System.
- § 41305. Application and Assessment for Services; Individualized Service Plans.

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- § 41306. Provision of Services.
- § 41307. Duties of DSSID.
- § 41308. Establishment of Division of Support for Individual with Disabilities Council (DSSIDC).
- § 41309. Composition of the Division of Support Services for Individuals with Disabilities Council (DSSIDC).
- § 41310. Powers of the Division of Support Services for Individuals with Disabilities Council (DSSIDC).

§ 41301. Division.

There is a division within the "The Department of Integrated Services for Individuals with Disabilities (DISID)," entitled "Division of Support Services for Individuals with Disabilities (DSSID)," and shall be responsible for the development of a community service delivery system which includes design, implement, administer, coordinate, monitor and evaluate the programs and services of the division for persons with disabilities. DSSID shall not duplicate services already available in the community through local and Federal funding or nonprofit organizations.

§ 41302. Definitions.

(a) Active Services means provision of services as specified in an individualized service plan. These services may include, but not limited to, activities, experiences and therapy which are part of a professionally developed and supervised program of health, social, habilitative and developmental services.

(b) Case Management means services to persons with disabilities that assist in gaining access to need social, medical , legal, educational and other services, and includes:

- (1) Follow along services which assure, through a continuing relationship between an agency or provider and a person with a disability and the individual's parent, if the individual is a minor, or guardian, if a guardian has been appointed for the purpose, that the changing needs of the individual and the family are recognized and appropriately met.

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(2) Coordinating and monitoring services provided to persons with disabilities by two (2) or more persons, organizations or agencies that are qualified or eligible under other case management programs.

(3) Providing information to persons with disabilities about availability of services and assisting the persons in obtaining the services.

(c) Division means the Division of Support Services for Individuals with Disabilities (DSSID).

(d) Individual with a Disability means any individual who:

(1) Has a physical or mental impairment

(A) that substantially limits one or more of the major life activities of such individual;

(B) a record of such an impairment; or

(C) being regarded as having such an impairment.

(e) Administrator means the Administrator of Division of Support Services for Individuals with Disabilities (DSSID) who shall be an ex-officio, non-voting member of the Division of Support Services for Individuals with Disabilities Council (DSSID). The Administrator must have at least a bachelors degree in Special Education or Social Work or related subjects and at least four (4) years of experience in community services dealing with persons with disabilities, of which two (2) years shall be administrative. The position shall be of the classified service of the government of Guam. The position Classification Standard and Compensation shall be established by the Director of Administration.

(f) Habilitation means the process by which the staff of an agency assists an individual to cope more effectively with the demands of his or her own person and environment and to raise the level of his or her physical, mental and social functioning. Habilitation includes, but is not limited to, programs of formal structured education and treatment.

(g) Individualized service plan means the written plan for required in Section 41305.

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(h) Individually appropriate means responsive to the needs of the individual, as determined through interdisciplinary assessment and provided pursuant to an individualized service plan.

(i) Interdisciplinary team means a group of persons that is drawn from or represents those professions, disciplines or service areas that are relevant to identifying an individual's needs and designing a program to meet them, and is responsible for evaluating the individual's needs, developing an individual program plan to meet them, periodically reviewing the individual's response to the plan, and revising the plan accordingly. A complete team includes the individual receiving the service, unless clearly unable to participate; the individual's family, unless their participation has been determined to be inappropriate; those persons who work most directly with the individual each of the professions, disciplines or service areas that provide service to the individual, including direct-care or direct-contact staff; and any other persons whose participation is relevant to identifying the needs of the individual and devising ways to meet them.

(j) Least restrictive means the least intrusive and least disruptive intervention into the life of an individual with a disability that represents the least departure from normal patterns of living that can be effective in meeting the person's developmental needs.

(k) Inclusive environment means that environment that represents the least departure from normal patterns of living that can be effective in meeting the individual's needs.

(l) Monitor means to conduct a systematic, coordinated, objective, qualitative review of services provided by any person, agency or organization.

(m) Representative means any individual who can advise and advocate for an individual with disabilities, who shall serve at the request and pleasure of such person; provided, that if the person with disabilities is a minor or is legally incapacitated.

(n) Residence or residential means the living space occupied by the individual with a disability, including single-person homes, natural family homes, care homes, group homes, foster homes, institutional facilities and all other types of living arrangements.

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(o) Services means appropriate assistance provided to an individual with a disability, individually appropriate environment to provide for basic living arrangements and continuing development of independence or interdependent living skills of the person. These services include, but are not restricted to: case management, medical, education, assistive technology, advocacy, residential, developmental and vocational support; training; active services; day treatment; day activity; respite care; domestic assistance; attendant care; rehabilitation; speech, physical occupational and recreational therapy; recreational opportunities; counseling, including counseling to the person's family, guardian or other appropriate representative; development of language and communications skills; interpretation; transportation and equipment, and other related services.

(p) Respite Care means in-home or out-of-home temporary, non-medical support for families with individuals with disabilities,

SOURCE: Added by P.L. 24-016:2. Amended by P.L. 28-068:IV:42 and 47 (Sept. 30, 2005), effective January 1, 2006; reference to Civil Service Commission changed to Director of Administration.

2013 NOTE: Pursuant to the authority granted by 1 GCA § 1606, numbers and/or letters in subsection (d)(1) were altered to adhere to the Compiler's alpha-numeric scheme.

§ 41303. Administration.

(a) All executive and administrative functions of DSSID are vested in the Administrator, who is the ex-officio non-voting member of the DSSIDC. The Administrator's salary and benefits shall be established in accordance with 4 GCA Government of Guam Unified Pay Schedule.

(b) The authority and responsibility of the Administrator shall include the following:

(1) to see that all rules and regulations of DSSID are enforced;

(2) to attend all scheduled meetings of the DSSIDC and submit a general report of the affairs of DSSID;

(3) to keep the DSSIDC advised of the needs of the DSSID;

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(4) to devote his or her entire time to the business of the DSSID;

(5) to plan, organize, coordinate and control the services of such employees as to achieve the goals of the DSSID;

(6) will address the current and projected personnel training needs for the DSSID;

(7) provide for the coordination and facilitation of efforts between DCSID and institutions of higher education and professional associations to recruit, prepare and retain qualified personnel, including personnel from minority backgrounds, and personnel who are individuals with disabilities;

(8) provide (as appropriate) for entering into agreements with the operators of community habilitation programs for the provision of services for the habilitation of individuals with disabilities;

(9) provide outreach procedures to identify and serve persons with disabilities who are minorities and persons with disabilities who have been unserved or underserved;

(10) develop and implement a strategic plan for expanding and improving community services for persons with disabilities; and

(11) seek and seriously consider on a regular and ongoing basis advice from the DSSIDC regarding the goals and strategic plans developed for the Division;

§ 41304. Community Services for Persons with Disabilities System.

(a) DSSID shall develop and administer a comprehensive system of programs and services for individuals with disabilities within the limits of local and Federal resources allocated or available for purposes of this Chapter. DSSIDC responsibility for individuals with disabilities shall be under one administrative unit for the purpose of coordination, monitoring, evaluation and delivery of services.

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(b) DSSID shall ensure the provision of an array of appropriate services and care to individuals with disabilities through the utilization of existing resources within the community, through coordination with programs and services provided under other Federal and local programs and through specific funding when no other resources are available. DSSID shall not supplant or duplicate services provided by other Federal or local programs.

(c) Programs of DSSID may include, but not limited to,:

(1) referral for evaluation of persons with disabilities;

(2) development, planning and implementation in coordination with other Federal or local agencies of service programs for persons with disabilities;

(3) development and provision of service programs in the public or private sectors for persons with disabilities;

(4) establishment of a continuum of comprehensive services and residential alternatives in the community so as to allow individuals with disabilities to live in the least restrictive, individually appropriate environment;

(5) development and implementation of a program for single entry access by individuals with disabilities for services provided in the private sector or other Federal or local programs, including case management and development of an individualized service plan by an interdisciplinary team;

(6) Collaborative and cooperative services with public health and other groups for programs of prevention of disabilities;

(7) Informational and educational services to the general public and to lay and professional groups;

(8) Consultative services to the judicial branch of government, to educational institutions and to health and welfare agencies whether such agencies are public or private;

(9) Provision of community residential alternatives for persons with disabilities, including group homes; and

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(10) Provision of other programs, services or facilities necessary to provide a continuum of care for persons with disabilities.

§ 41305. Application and Assessment for Services; Individualized Service Plans.

(a) DSSID shall develop and administer an application and assessment system for persons with disabilities. If DSSID determines that the person is eligible for services under this Chapter within the limits of Federal or local resources available for the purposes of this Chapter, an individualized service plan for the person shall be prepared within thirty (30) days by an interdisciplinary team for the person and DCSID may provide case management services to the person. DSSID will provide for an annual review and update of plan.

(b) The procedure for assessment of the person and elements of the individualized service plan shall be as described in policies and procedures adopted by DSSID. The individualized service plan shall be in writing and shall include, at a minimum, the nature of the needs of the person, goals and specific services to be offered to the person to attain these goals.

§ 41306. Provision of Services.

Based upon the individualized service plan, DSSID shall, as may be required, refer the person to services provided by DSSID under this Chapter to services provided under other Federal or local laws, or to services provided by appropriately licensed private agencies.

§ 41307. Duties of DSSID.

The Division of Support Services for Individuals with Disabilities (DSSID) with approval by the Director of "The Department of Integrated Services for Individuals with Disabilities" (DISID), and recommended by the Division of Support Services for Individuals with Disabilities Council (DSSIDC), shall develop policies and procedures which shall include, but not limited to:

(a) Establishment of eligibility requirements for participation in services provided under this Chapter.

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(b) Establishment of standards of transfer from one facility to another.

(c) Provision for the involvement of the individual and where appropriate, the parents, guardian, or other representatives of the individual in the determination of eligibility under this Chapter, the preparation of the individual's individualized service plan and the selection or rejection of services under this Chapter.

(d) Protection and enhancement of the rights of individuals receiving or applying for services under this Chapter, including the right to privacy and confidentiality.

(e) Develop a case management program in coordinating and monitoring services to individuals with disabilities and follow-up services which assure, through a continuing relationship between an agency or provider that the changing needs of the individual and the family are recognized and appropriately met.

(f) Implement procedures to provide contract management, which shall include quality assurance.

(g) Other provisions required or appropriate to implement the purposes of this Chapter.

§ 41308. Establishment of Division of Support Services for Individuals with Disabilities Council (DSSIDC).

(a) There is established an advisory council entitled "Division of Support Services for Individuals with Disabilities Council" (DSSIDC) to be composed of fifteen (15) members to be appointed by the Governor. Eight (8) members shall be appointed for two (2) year terms, and seven (7) members shall be appointed for four (4) years. No member shall serve more than two (2) consecutive terms. All members shall serve, in addition to their regular term, until their successors are appointed. Members of the DSSIDC will be appointed within sixty (60) days of enactment of this Act.

(b) The terms of the appointment and the terms of the members shall be rotated so that no more than three (3) members' terms shall expire each year.

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(c) Any vacancy in the membership of the Council shall be filled for the period of the unexpired term in the same manner as was the original appointment.

(d) Council members shall serve without compensation; except that each member shall be paid a per diem of Fifty Dollars (\$50.00) for each day of attendance at a meeting of the Council, such compensation not to exceed One Hundred Dollars (\$100.00) per month.

§ 41309. Composition of the Division of Support Services for Individuals with Disabilities Council (DSSIDC).

(a) The members of the DSSIDC shall include: the Director of the Developmental Disabilities Council or his/her designee, the Director of the Department of Education or his/her designee, the Director of the Department of Public Health & Social Services or his/her designee, the Director of the Department of Mental Health & Substance Abuse or his/her designee, the Executive Director of Protection and Advocacy System or his/her designee, the Director of the University Affiliated Program or his/her designee, (1) representatives from nonprofit organizations that provide services to persons with disabilities, one (1) representative from a parent/guardian with a dependent under the age of ten (10) with a disability, one (1) representative from a parent/guardian with a dependent between the ages of 11-18 with a disability, and one (1) representative from a parent/ guardian with a dependent over the age of eighteen (18) with a disability (as defined in Article 3, Section 41302(d)), (5) representatives from the community who have varying disabilities.

(b) Removal of DSSIDC Member. The Governor may remove any member from the DSSIDC for cause including, but not limited to, neglect of any duty required by law, incompetence, unprofessional conduct or willful misconduct. A member subject to disciplinary proceedings shall disqualify himself/herself from the DSSIDC business until the charge(s) are adjudicated.

§ 41310. Powers of the Division of Support Services for Individuals with Disabilities Council (DSSIDC).

(a) The DSSIDC shall elect a chairperson, who shall be a representative from one of the consumer groups; a vice-chairperson

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and other officers as determined in its rules and regulations. The DSSIDC shall further determine in rules and regulations the number of DSSIDC meetings required and what constitutes a quorum to conduct its business. Members of the DSSIDC shall not hold membership on other Boards or Council in the territory that oversee issues with individuals with disabilities. The rules and regulations shall be promulgated by the DSSIDC in accordance with the Adjudication Act by October 1, 1997.

(b) Serve as a public advocate for individuals with disabilities by advising and making recommendations to the Administrator of DSSIDC on matters relating to individuals with disabilities.

(c) Participate in public education and awareness activities on the problems, needs, potentials and rights of the disabled persons through affirmative public education programs, including conferences, work-shops and forums.

(d) Seek improvements in existing programs and services and identify unmet needs of individuals with disabilities.

(e) Initiate and maintain contact with public and private, local and national organizations, agencies and individuals generally engaging in activities relating to disabled persons, or otherwise interested in the general or specific well-being of the disabled.

(f) Shall advise the Governor with recommendations for the appointment of the Director.

ARTICLE 4
DIVISION OF HEALTH PLANNING AND DEVELOPMENT
[Article Repealed and Division Abolished]

SOURCE: This Article was added by P.L. 24-92:2. This Article was repealed by P.L. 26-76:55, which repealed §§ 1 through 8 of P.L. 24-92.

COMMENT: By repealing Section 8 of P.L. 24-92, which provided for pending Certificates of Need, the Compiler concludes that any pending Certificates of Need in 2002 need not be pursued, as such Certificates are no longer required..

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**ARTICLE 5
DIVISION OF EVALUATION, ENFORCEMENT AND
COMPLIANCE**

SOURCE: This Article was added by P.L. 24-92:3. This Article was repealed by P.L. 26-76:55, which repealed §§ 1 through 8 of P.L. 24-92.

**ARTICLE 6
INDIVIDUALS WITH DISABILITIES DISASTER RECOVERY FUND**

SOURCE: This Article was added by P.L. 24-172:2. Entire article repealed by P.L. 36-071:3-7 (Dec. 27, 2021).

**ARTICLE 7
INDIVIDUALS WITH SIGNIFICANT DISABILITIES VENDING ACT**

SOURCE: This Article was added by P.L. 26-110:2.

- § 41701. Statement of Policy and Legislative Intent.
- § 41702. Definitions.
- § 41703. Rules and Regulations.
- § 41704. Certification.
- § 41705. Vending Facility.
- § 41706. Government Agency.
- § 41707. Property Manager.
- § 41708. Exemptions.
- § 41709. Annual Report.
- § 41710. Reauthorization.
- § 41711. Grandfather Clause.

§ 41701. Statement of Policy and Legislative Intent.

The purpose of the Individuals with Significant Disabilities Vending Act is to establish public policy for the government of Guam to provide maximum opportunities to individuals with significant disabilities by providing expanded opportunities to

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participate fully in the social and economic life of the Community and to engage in entrepreneurial enterprise.

§ 41702. Definitions.

For the purposes of this Article, the following terms shall have the meanings indicated herein:

(a) Individual with significant disability means a severe chronic disability of a person that is attributable to a mental or physical impairment or combination of mental and physical impairments:

(1) is likely to continue indefinitely; and

(2) results in substantial functional limitations in two (2) or more of the following areas of major life activity: seeing, hearing, self-care, receptive and expressive language, learning, mobility, self-direction, capacity for independent living and economic self-sufficiency.

(b) Certified vendors means and includes:

(1) public or private nonprofit Guam corporations operating community rehabilitation programs serving individuals with significant disabilities, which also are in compliance with 17 G.C.A. § 41208 and duly certified by the Department of Integrated Services for Individuals with Disabilities (“DISID”) to operate a vending facility in a public building or public facility;

(2) a Guam private business, which is one hundred percent (100%) owned by one (1) or more individuals with significant disabilities and duly certified by DISID to operate a vending facility; the owner(s) must actively participate in managing the business in a public building or public facility; or

(3) a Guam private business in which seventy-five percent (75%) or greater of its labor force is comprised of individuals with significant disabilities and duly certified by DISID to operate a vending facility in a public building or public facility as certified vendors. Each

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employed individual with significant disabilities shall be compensated following the current prevailing wages established by the Guam Department of Labor, and in no circumstances fall below the Federal minimum wage standard. Certified vendors shall be subject to year-to-year re-certification for vending facility operations under this Article.

(c) Vending facility means automatic vending machines, snack bars, cart services, shelters, counter or other manually operated facilities for the sale of newspapers, periodicals, confections, tobacco products, food, beverages, or other such articles or services dispensed or provided automatically or manually whether prepared on or off the premises in accordance with all applicable laws.

(d) ‘Public building’ or ‘public facility’ means any building or location owned or leased by any branch, agency, department or division of the government of Guam, including any autonomous agency or public corporation.

(e) ‘Government agency’ means any branch, agency, department or division of the government of Guam, including any autonomous agency or public corporation.

(f) ‘Property manager’ means a person who is in control of or responsible for the maintenance, operation, protection and management of a public building or public facility.

§ 41703. Rules and Regulations.

DISID, with the assistance and advice of the State Rehabilitation Council, after consultation with the property managers of public buildings or public facilities, within six (6) months upon the enactment of this Act, shall adopt rules and regulations necessary for the implementation of this Article, and any further amendments thereof shall follow the Administrative Adjudication Law, 5 GCA § 9100 et seq.

§ 41704. Certification.

DISID shall act and function as the certification authority for this Article.

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(a) Any certification granted pursuant hereto may be terminated by DISID if DISID determines that the vending facility is not being operated in accordance with prescribed rules. A notice shall be provided to the Department of Revenue and Taxation to enforce the cessation of activities at that public building or public facility.

(b) In order to promote the employment and self-sufficiency of individuals with significant disabilities on Guam, government agencies shall, upon the request of DISID, give preference to a licensee in the operation of vending facilities in public buildings or public facilities. Space for the vending facility shall be provided without charge.

(c) DISID shall notify all certified vendors, in writing or appropriate alternative format to communicate with individuals with significant disabilities, of the availability of vending facilities in this program. Such notice shall include, but not be limited to, a description of the type of facility, its characteristics and its geographic location; the type of building in which the facility is located; the date of availability; the business telephone number of the current operator, when applicable; and the availability of public transportation. The notice shall contain a deadline for responses, which is no less than fourteen (14) days after issuance.

(d) DISID shall work with the University of Guam's Small Business Development Center, existing Co-op programs, school-to-work programs or other community rehabilitation programs to assist in the development of a small business plan to allow for growth and funding for the vending facility.

(e) DISID shall work with on-Guam and off-Guam support networks or training center entities available to individuals with disabilities to ensure delivery of training in a timely manner.

§ 41705. Vending Facility.

No business shall be offered or granted any vending facility by any property manager to operate a vending facility in any public building or public facility, unless DISID is notified of the proposed

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vending facility. DISID and the Government Agency shall determine in good faith whether a certified vendor is capable or cannot satisfactorily provide for such vending services. The property manager shall give public notice upon such determination encouraging certified vendors to apply for the available vending facility.

§ 41706. Government Agency.

If DISID determines that a public building or public facility is suitable for the operation of a vending facility by a certified vendor, the government agency with authority over the public building or public facility shall provide the space at no expense to the certified vendor. In the absence of any utility metering devices for the allocated space, the certified vendor shall negotiate with that Government Agency the fair value, if applicable, the compensation for utilities used.

§ 41707. Property Manager.

The property manager shall notify DISID at least ninety (90) days prior to the initiation of any new construction, expansion, leasing, or acquisition of public building or public facility occupied, or to be occupied, by a government agency. The property manager shall notify DISID at least ninety (90) days prior to the expiration of any existing vending contract whether such vending facility is suitable for operation by a certified vendor.

§ 41708. Exemptions.

This Article shall not apply to the Department of Education public school facilities, the Guam Community College and to the University of Guam. Vending facilities applicable to food services as a direct service to patients, institutionalized persons, inmates or wards are exempted under this Article for the Department of Corrections and Department of Youth Affairs, Guam Memorial Hospital Authority, and the Guam Behavioral Health and Wellness Center by this Article.

2013 NOTE: P.L. 32-024:2 (May 6, 2013) renamed the Department of Mental Health & Substance Abuse to the Guam Behavioral Health and Wellness Center. Reference to the Department of Mental Health & Substance Abuse changed to Guam Behavioral Health and Wellness Center pursuant to P.L. 32-024:4.

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§ 41709. Annual Report.

The Director of DISID shall make an annual report to I Maga'lahaen Guãhan and to *I Liheslaturan Guãhan* within one hundred and twenty (120) days at the termination of each fiscal year, reporting upon the progress made, and containing a detailed analysis with respect to the administration of the Individuals with Significant Disabilities Vending Act.

§ 41710. Reauthorization.

The Individuals with Significant Disabilities Vending Act shall come up for review and reauthorization four (4) years after its enactment by *I Liheslaturan Guãhan*.

§ 41711. Grandfather Clause.

Existing businesses located within any public building or public facility shall not be displaced, and shall be allowed to continue such business operation. Any business grandfathered in by this Section that ceases or forfeits their operations, activities or business license shall be subjected to comply with this Act.



Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
 Committee on Health, Land, Justice and Culture

COMMITTEE VOTE SHEET

**Nomination of Michelle C. Perez,
 To serve as the Director of the Department of Integrated Services of Individuals with Disabilities
 (DISID), at the pleasure for the Governor.**

	SIGNATURE	TO DO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Speaker Therese M. Terlaje Chairperson	<i>Therese M. Terlaje</i> July 11, 2023	✓				
Senator Joanne M. Brown Vice Chairperson of Health, Land and Culture	E-Vote 7/11/23	✓				
Senator Sabina F. Perez Member						
Senator Chris Barnett Member	E-VOTE 7/11/23	✓				
Senator Amanda L. Shelton Member						
Senator William A. Parkinson Member	E-vote 7/11/23	✓				
Senator Dwayne San Nicolas Member	E-vote 7/11/23	✓				
Senator Telo T. Taitague, Member	E-vote 7/11/23	✓				

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

Tel: (671) 472-3586 | Email: senatorterlajeguam@gmail.com | www.senatorterlaje.com

**For transmittal of official Messages & Communications to the Guam Legislature to be distributed to all Senators,
 please send to: speaker@guamlegislature.org*

REQUEST FOR E-VOTE: Michelle C. Perez, to serve as the Director, Department of Integrated Services for Individuals with Disabilities (DISID)

6 messages

Speaker Therese M. Terlaje <senatorterlajeguam@gmail.com>

Tue, Jul 11, 2023 at 8:25 AM

To: "Honorable Joanne M. Brown" <office@senatorjoannebrown.com>, Senator Sabina Perez <office@senatorperez.org>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Senator Telo Taitague <senatortelot@gmail.com>

Hafa Adai Committee Members,

The Committee on Health, Land, Justice and Culture hereby reports out the appointment of Michelle C. Perez to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID) at the pleasure of the Governor.

Please indicate your preferred action from the following:

- TO DO CONFIRM
- TO DO NOT CONFIRM
- TO REPORT OUT ONLY
- TO ABSTAIN;
- TO PLACE IN INACTIVE FILE

Si yu'os ma'åse'.

**Office of Speaker Therese M. Terlaje**

Committee on Health, Land, Justice, and Culture

I Mina'trentai Siette na Liheslaturan Guåhan 37th Guam Legislature


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

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 **7.11.23 Committee Report for Michelle Perez, DISID.pdf**
14728K

Senator Telo Taitague <senatortelot@gmail.com>

Tue, Jul 11, 2023 at 8:44 AM

To: "Speaker Therese M. Terlaje" <senatorterlajeguam@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 Will Parkinson <senatorparkinson@guamlegislature.org>

Tue, Jul 11, 2023 at 8:47 AM

To: "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>

Cc: "Honorable Joanne M. Brown" <office@senatorjoannebrown.com>, Senator Sabina Perez <office@senatorperez.org>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, Senator Telo Taitague <senatortelot@gmail.com>

To Do Confirm.

[Quoted text hidden]

--

Respectfully,



Office of Senator William A. Parkinson | 37th Guam Legislature

*Chairperson, Committee on Fire, Agriculture, Power and Energy Utilities,
Public Transit, Unemployment Insurance, and Universal Health Insurance*

–

Suite 905, DNA Building, 238 Archbishop FC Flores St, Hagåtña, 96910,
Guam

671-989-1101

senatorparkinson@guamlegislature.org

Office of Senator Joanne M. Brown <office@senatorjoannebrown.com>

Tue, Jul 11, 2023 at 9:23 AM

To: Senator Will Parkinson <senatorparkinson@guamlegislature.org>

Cc: "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>, Senator Sabina Perez <office@senatorperez.org>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, Senator Telo Taitague <senatortelot@gmail.com>

Håfa Adai,

To Do Confirm.

Very Respectfully,

Tracey Aguerro

Office Manager

Office of Senator Joanne M. Brown | *I Mina' Trentai Siette Na Liheslaturan Guåhan (37th Guam Legislature)*

120 Father Dueñas Avenue

Capitol Plaza Building, Suite 103

Hagåtña, Guam 96932

Telephone: (671) 647-1409

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[Quoted text hidden]

Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org> Tue, Jul 11, 2023 at 10:52 AM
To: Senator Will Parkinson <senatorparkinson@guamlegislature.org>
Cc: "Honorable Joanne M. Brown" <office@senatorjoannebrown.com>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.org>, Senator Sabina Perez <office@senatorperez.org>, Senator Telo Taitague <senatortelot@gmail.com>, "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>

Hafa Adai,

To do confirm

Si Yu'os Ma'ase

On Tue, Jul 11, 2023 at 8:47 AM Senator Will Parkinson <senatorparkinson@guamlegislature.org> wrote:

[Quoted text hidden]

--

Sincerely and Very Respectfully,

Dwayne T.D. San Nicolas

Senator (D)

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)

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Senator Darrel Christopher Barnett <malafunkshun@guamlegislature.org> Tue, Jul 11, 2023 at 10:59 AM
To: "Speaker Therese M. Terlaje" <senatorterlajeguam@gmail.com>
Cc: "Honorable Joanne M. Brown" <office@senatorjoannebrown.com>, Senator Sabina Perez <office@senatorperez.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>, Senator Dwayne San Nicolas <senatorsannicolas@guamlegislature.org>, Senator Will Parkinson <senatorparkinson@guamlegislature.org>, Senator Telo Taitague <senatortelot@gmail.com>

yes Hafa Adai,

To do Confirm

On Tue, Jul 11, 2023 at 8:26 AM Speaker Therese M. Terlaje <senatorterlajeguam@gmail.com> wrote:

[Quoted text hidden]

--

[Quoted text hidden]



Office of the Speaker
THERESE M. TERLAJE

I Mina'trentai Siette na Liheslaturan Guåhan | 37th Guam Legislature
Committee on Health, Land, Justice and Culture

COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Health, Land, Justice and Culture convened a public hearing on Monday, July 10, 2023, at 9:00 AM in I *Liheslatura*'s Public Hearing Room. The item on the agenda was the consideration of the Appointment of Michelle C. Perez to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID) at the pleasure of the Governor.

Public Notice Requirements

In compliance with Open Government Law, notices for this Public Hearing were published in the Guam Daily Post and the Government of Guam Public Notice Portal on Friday, June 30, 2023 (5-Day Notice), and again on Friday, July 7, 2023 (48-Hour Notice); and livestreamed on the Guam Legislature's YouTube Channel. Notices were also sent via email to all senators and all main media broadcasting outlets on Friday, June 30, 2023, and again on Friday, July 7, 2023.

Senators Present

Speaker Therese M. Terlaje, Committee Chairperson
Senator Joanne M. Brown, Vice Chairperson
Senator Chris Barnett, Committee Member
Senator Telo T. Taitague, Committee Member
Senator Sabina F. Perez, Committee Member
Senator Roy A. B. Quinata

Appearing before the Committee

Michelle Perez, Appointee
Norma Salas
Iris Perez
Jay Perez
Andrew Linhardt
Virjuynn Manibusan
Rose Guerrero
Melanie-Joy Ogo

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

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**For transmittal of official Messages & Communications to the Guam Legislature to be distributed to all Senators, please send to: speaker@guamlegislature.org*

Mercy Muña
Joseph Cameron, Administrator, Division of Vocational Rehabilitation, DISID
Agnes A. Cruz
Joaquin P. Cruz
Arcie Tuazon
Samantha Brennan

Written Testimony Submitted:

Joseph Cameron, Administrator, Division of Vocational Rehabilitation, DISID
Asherdee Rosete, Principal, J.P. Torres Success Academy
Lisa Rebanio
Charissa L. Manibusan

II. SUMMARY OF TESTIMONY & DISCUSSION

I. The Public Hearing was Called-to-Order at 9:08 a.m. The Appointment of Michelle Perez to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID) at the pleasure of the Governor, was the first item on the agenda.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: *Håfa adai.* Good morning, everyone. Welcome to the Guam Congress Building. It's a Monday. Thank you for being here so early. The Committee on Health, Land, Justice, and Culture is now called to order. Today's Monday, July 10th, 2023. It's about 9:08 AM. In compliance with the Open Government Law, notices for this public hearing were published in the Guam Daily Post and on the Government of Guam public notice portal on Friday, June 30th and Friday July 7th, 2023. Notices were also sent by email to all senators and all main media broadcasting outlets. And this hearing is being live streamed on the Guam Legislature's YouTube channel. Individuals testifying, I ask that you please state your name on the record, even though we know you just because it's being recorded and it's being transcribed, and that will help us when we're transcribing. We got two agenda items this morning. Both of them are appointments. One is for the appointment of Michelle C. Perez to serve as the director of the Department of Integrated Services for Individuals with

Disabilities, or DISID, at the pleasure of the governor. The second one is the hearing of Ronald C. Pangilinan to serve as a member of the Guam Land Use Commission, GLUC, for a term of five years from March 2020 to March 21st, 2025. I'd like to acknowledge my colleagues here today, of course, with Senator Roy Quinata and Senator Telo Taitague. Good morning colleagues. All right, so first, we'll handle the appointment for DISID. Enabling statutes are in 17 GCA 41103, and they allow DISID to accept grants, gifts, contributions, and appropriations.

It shall conduct and provide for staff development, public education, community awareness activities on the problems, needs, potentials and rights of the individuals with disabilities through affirmative public education programs, including conferences, workshops, and forums. DISID shall serve as a central clearinghouse for public and private activities, which address the needs of persons with disabilities in Guam, review grant applications as related to the division of support services for individuals with disabilities, propose state plans and program descriptions and matters affecting persons with disabilities prior to submittal for the governor's approval, and serve as a repository and disseminator of program information relating to persons with disabilities. DISID reviews, assesses, and makes recommendations addressing problems and needs, and the availability of adequate services and resources for persons with disabilities in Guam, through research and studies, not limited to employment, education, health, social services, recreation, civil rights, public facilities, housing, vocational training, and rehabilitation, transportation, and other matters pertinent to the wellbeing and independence of persons with disabilities. And to publicize the results thereof, DISID shall compile and maintain a database on the incidents of disabling conditions and number of persons with disabilities in Guam and on resources allocated to address the needs.

DISID shall develop short and long-term plans to meet the needs of individuals with disabilities through facilitating the coordination of services and programs in collaboration with other organizations and agencies, whether they are community, public, and or private. DISID shall be the state agency to supervise and administer the vocational rehab services authorized by this chapter under the state plan formulated in conformance with the Federal Vocational Rehabilitation Act. The DISID shall submit a detailed report on its activities and responsibilities to the governor and the speaker on January 1st of each year

and for the previous fiscal year and publish its availability for review to the public. This shall implement the quality assurance programs to assure compliance of all public and private entities consistent with applicable local and federal statutes. They're designated as the state agency to administer the state plan for vocational rehabilitation services and service for services for adults who are blind. They shall implement a fair, timely, and impartial grievance procedure to provide administrative due process and recourse for individuals aggrieved by any action or failure to act on the part of the department. They design and implement an information and referral system for easy accessibility for individuals with disabilities and others who benefit from services of DISID. They develop a certification program and fees pertaining to the administrative, pursuant to the administrative adjudication law to include certification levels, performance standards, and training targets to ensure Government of Guam employees are capable of providing services to individuals with disabilities in a manner with respect and high regard, especially customer service personnel. We will now hear testimony from those who signed up to testify on Michelle Perez's appointment. And then we will hear from the nominee herself, Michelle Perez. As you can see, a large duty is imposed on the director of DISID. So we have signed up to testify. Well, anyone who would like to testify orally, please come forward. We have a lot of people here. The nominee's family, thank you for being here. A lot of you have signed up in support. So now here, public, I mean oral testimony. Mr. Joseph Cameron, you may proceed.

JOSEPH CAMERON, ADMINISTRATOR, DEPARTMENT OF INTEGRATED SERVICES FOR INDIVIDUALS WITH DISABILITIES (DISID): *Buenas yan saludas*, Madam Speaker, the Honorable Senator Quinata and Senator Taitague. Thank you so very much. My name is Joseph Artero Cameron. I work for the Department of Integrated Services for Individuals with Disabilities, and I am the classified administrator for one of its divisions, which is the Division of Vocational Rehabilitation. I was a retiree of the Government of Guam, and I had returned back to public service seeing that there was a great need to advance the programs in vocational rehabilitation. Good morning. A special welcome to Ms. Michelle Louise Cruz Perez, who has been appointed by the Honorable Governor Lourdes Leon Guerrero to lead DISID. Madam Speaker, there is no question that DISID can benefit from the same kind of fresh thinking that Michelle has brought to the Government of Guam. Not only that, she has sought to create high quality services and opportunities for persons with disabilities, as you know very well. Our

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greatest challenge at DISID is to improve the performance of DISID serving persons with disabilities in great need of assistance in their quest for a better life. Granted, I remember years ago being the first director of DISID. Prior to that it was called the Department of Vocational Rehabilitation, and I did not see a long line of individuals interested to be appointed to this position. Clearly, this position is not well sought after, and for those individuals in the past and present, including myself, it is really a calling to public service in the most difficult way. Very difficult. We take shots from any direction, we work with public policy in any direction, and we make do of what we can to advance the theory and the practices of disabilities as it relates to the United States, and more importantly as how it braids in with our culture. As you well know, federal programs and federal grants come to Guam in a myriad, fashion of ways that sometimes does not even take into consideration our culture. That being said, we do have a great need for the federal programs and we're very happy for that. We do have a great need for DISID. I have worked with Ms. Perez for the past 16 months since having returned to public service with the Government of Guam. She achieves results with accuracy and precision, striving for perfection, and I put that with emphasis at it. DISID needs a fresh perspective.

My director achieves bottom line results through that with the utmost respect and the responsibility to make sure that her actions were in a positive way. Ms. Perez expresses that top priority are programs and services for DISID consumers, its customers. I look forward in her efforts to retool programs and her ideas for change, and I really believe that there are many things that we do within the disability programs that does need change and most definitely, whether it's popular or not, but for the greater good of the community to actually do some reform. And we look forward to working with you. Of course, my director, most especially, has a candid opportunity. She has a tacit ability. To work and communicate with those who would be willing to listen and who are willing to move forward for the greater good of our community. She most especially has that possibility and she can exchange any type of thought, whether it's positive or negative. She's always looking at the end result as to how it would be a win-win. It's like the grand negotiator of sorts. There needs to be, at the end of the day, a win-win.

I was the first ever director for DISID and saw back then that there were going to be areas where I disagreed with public policy makers, i.e., senators. But it was my hope then, and it is still today that this is expectations is that by focusing on solutions we can produce

meaningful results for consumers and most especially the caregivers of these consumers who are fast getting older and older and who are greater need of all the things we are lacking as a system of care in this community. And I believe I've heard individually from the senators who are now seated at the legislature, and they show the same emphatic support for any new programs that may come our way. I would be remiss if I didn't share with you my observation of Ms. Perez's character as a leader. There are numerous. But I must state the most important of them all is that she does demonstrate a high level of administrative competence. You know, there's an expression, to the victors comes the spoils. So, we've had the good, the bad, and the ugly of appointments from any administration, but I'm telling you, we have a gem in our audience here. And that's Michelle. She enumerates and specifies procedures for implementing and administering written policies. And, you know, policies is what dictates our movement from day to day. And clearly those policies do have a dynamic meaning. It always changes based on the need of the community. She's willing to do that. She improves the administrative support services. When I walked in on February 2nd of 2022, I realized that there were many things that moving parts, moving parts. And I, every time I saw the moving parts, I was excited that I decided to come back.

Actually, I came back as an unclassified. Yeah. And I figured I would just be there for six months. But when I saw Michelle pushing very hard for things that I never thought somebody else would agree with, in my mind anyways, in my stature and in my 50 plus years in the field of disabilities, I felt, wow, this is a fresh perspective. And I want her to be there. And I ask you for her, your support as well. She demonstrates sound negotiation skills. Let me tell you, when we're out there trying to create new programs, you've got to know how to negotiate with the private industry. And she's right there. She has encouraged open communications so that we can understand each other. And sometimes, you know, we could take POC shots, like I said earlier, but the most important thing is that we would, we're willing to listen and we're willing to engage with you. She makes maximum use of her allocated funds. She maintains effective cost controls, and she challenges conventional practices, and she's willing to make the most difficult and unpopular decisions for the good of dis and for the consumer as well. She does attain results regardless of the task levels. And I've seen this over the years with directors, including myself. I could not be everything to everybody, but clearly, I made efforts and I believe that Michelle's the same way in the same spirit as I. In a nutshell, Ms. Perez

controls the quality of the most crucial of all the variables contributing to the realization of departmental goals and objectives.

And Madam Speaker, you read out loud the mandates under the creation of DISID, which was created by public law and sponsored by then Senator Leon Guerrero. The list of traits I have just now expressed found in Ms. Perez are rare. And I say that it's rare in that these managers that are appointed, they don't all have the qualities that I have just enumerated about Ms. Perez. She has an extraordinary commitment in the field of special education, as this has shown over her years of work with the Department of Education under the special needs programs for special ed. As a matter of fact, I will segue just momentarily from my written testimony to include that upon returning to DISID and upon applying for the classified position for the vocational rehab counsel administrator, which was without a classified full-time administrator for 15 years, since the passing of Dr. Albert San Agustin. So we've had a sprinkle of here and there, but they just didn't stay. So I decided, okay, for whatever it's worth, I'm willing to come back to the government in a non-political fashion, and that way I can be most effective in many ways to you. So the thing is, she and then director of DISID, Phyllis Leon Guerrero, they sat me down intently. Actually, I should go back.

Four years prior to my coming back to the government, I was being pin needled by both Phyllis and Michelle. Please consider leaving your retirement, please. We need you to come back and help us. And for four years, I said, absolutely not. And I said this, I said, you know, when you retire, you're retarded. And the lady next to me who was retired says, Mr. Cameron say regarded. So I hope that to the extent that I am able to come back to public service, that I can be regarded as a special needs specialist that would help Michelle move forward. Madam Speaker and my dear Honorable Senators this year marks my 51st year having worked in the field of disabilities. Additionally, having served as a cabinet appointee for four governors, it's not often that I freely give such adulation by way of testimony as I do today for Michelle. I'm very stingy that way, and I'm known to all of you up there that if I don't like what you say, I will corner you publicly and I'll tell you I don't like it. And so I'm saying I like her. With the sense of confidence, I wholeheartedly support the confirmation of Ms. Perez to the position of the director of the Department of Integrated Services for Individuals with disabilities. I just commit to you that if you see fit to support her nomination today, she will do everything in her

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power to work with the same sense of commitment, the same sense of urgency, and most importantly, the same courage for the next four years that she has accepted for decades past in our areas of disabilities. *Si yu'os ma'åse'* for this opportunity to address this Congress Hall of the Guam Legislature. I bid you good day.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: *Si yu'os ma'åse'* Mr. Cameron. We're gonna, my apologies. We're gonna take a minute recess for them to reset the mics. Okay? So, one minute recess.

All right, we're back again. Thank you for waiting for that reset of the microphones. And thank you again Mr. Cameron, for your testimony. Before we proceed, I'd like to acknowledge the other senators here. Senator Joanne Brown. Thank you for coming. She's the vice chair of this committee, Senator Chris Barnett, and Senator Sabina Perez. Thank you for being here. Of course, Senator Roy Quinata and Senator Telo, who are also here. All right, so we'll proceed, and we'll hold our questions until all everyone has testified, please proceed.

JAY PEREZ: *Håfa adai* and good morning, Madam Speaker and the Honorable Senators that are present here today on behalf of Ms. Michelle Perez, who is being nominated by, of course, the Governor and the Lieutenant Governor for Director of the Department of Integrative Services for Individuals, for adults with Individual Disabilities. My name is Jay Perez and I am the very fortunate and lucky man to be the husband of Michelle Perez. One thing that I can say and that she probably won't mention, but I find it a powerful point to make is that at one point, Ms. Michelle served in the United States Air National Guard for a brief period of time. And at that time, I believe because I see it in her, that she adopted the military ethos of integrity, service before self, and excellence in all she does. I truly believe that in her short term with the Air National Guard on Guam. Of course, I met Ms. Perez about 16 to 18 years ago. We've been married for 16 years and through those years I've seen her burn the midnight oil when it came to caring for her students while employed with the Department of Education as a teacher. I've seen her review numerous IEPs and with respect to how can she better improve upon the lives of her students, and I've seen her grow tremendously over the last three years as the deputy director of DISID. I know for a fact that her heart is with those with disabilities and trying to improve their wellbeing, their livelihood. And providing them with the

necessary tools needed to have a happy, healthy life. Of course, I did not prepare written testimony today on behalf of Ms. Perez. But what I can say and what I do know is that she's genuine. She really cares, probably more than somebody that I've ever seen before as far as her doing everything possible to provide for the wellbeing of the island, not just our disabled community, our highly vulnerable community. She cares about everybody. And I'm very proud of her. We've had a lot of conversations during her career, and one of the things that I remember distinctly is trying so hard and not getting anywhere going from a teacher who now sits before you to become a director to make a difference. That's the bottom line. I believe that in empowerment, in a position that enables her to create change. To develop programs to seek funding. She's gradually worked her way to the position where she can now truly utilize her skillsets to make a difference. She has that opportunity at this point. Um, but I'm proud of her. I really am a little biased, of course, actually. I'm shocked. But thank you for your consideration. And thank you for having here to her here today along with family who really do see somebody who has a bright future and can do much, much more than anticipated when she puts her mind to it. I know that for a fact. Thank you, senators.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you so much Mr. Perez. Appreciate your testimony. Please proceed.

NORMA SALAS: *Håfa adai*, Ms. Madam Speaker, senators, good morning. My name is Norma Lizama Salas, and I have no written testimony, so mine will be oral. I'm kind of nervous. I feel like I'm back in the courtroom testifying before a jury, which is kind of the same. But I'm here to talk about Michelle C. Perez. She and I, I've known her for 40 years, over 40 because we're related. So, I don't know if I can say much, have a better oral speech than her husband here, but I can attest her because we've known each other for a long time, that she will be the perfect person to be the director of DISID because she's ethical, she's strong-minded, and she has this will to get things done even. And I think that comes from being the oldest of five children. I pushed this away on purpose, but 'cause I'm loud as it is, and I think being the oldest child she was responsible for taking care of her younger siblings. And with that responsibility, being a director for DISID is actually one of the true characters of anybody. Anybody who has who is a younger sibling, knows that the older siblings are the ones that are in charge. They get things going, they get things moving. They're the ones when their mother and fathers are

working. They like, get home, cook, make sure their siblings are doing their homework, getting ready, waiting for mom and dad to come home.

Same thing with being a director or any kind of supervisor. You are in charge. You are there to make sure your department or your division is running smoothly and. Her being that way, we're very protective and, sorry, I'm kind of all over the place. But being, having that said, being at DISID is the same because I know she has the strength and the fortitude and the mindset to make sure DISID, we take this into the future for our people, for our persons in need of services, for children and adults. And I've watched her grow up, go to college, come home, finish college here, while being, she was, she started college here while being a single parent. And you know, that's very hard. Her mother and father say, I'll help you. She goes, no, I can do this. She figured out how to go to school, how to work or try a full-time job and take care of two little girls at the same time. And she came up, she came up, how do you say that? Smiling with roses. Right. And that was one of, I know that was one of the most proudest moments from her parents, her graduating as a single mother and showing other single mothers that they can do it. So, I know she has the strength and the fortitude to guide this to where it should be and where it can be. So, I guess that ends my oral testimony. But thank you so much for your attention to or giving me the chance to speak.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you very much Ms. Salas. Appreciate that testimony. And you guys have been friends, you said, for 40 years. All right. Okay. Senators, we're going to hear from the nominee unless you have questions for this panel. Any questions? Questions, this panel? All right. If the nominee could join us. Michelle Cruz Perez.

MICHELLE C. PEREZ, NOMINEE, DISID: Good morning, everyone. I don't think I can testify as well as my family and friends that have done so, so far, but I'll try my best. And I'm really nervous. I'm trying my best not to get nervous. Håfa adai, Speaker Terlaje, Senator Perez, Senator Barnett, Senator Brown, and Senator Taitague. Thank you for the opportunity to appear before you today as Governor Leon Guerrero and Lieutenant Governor Tenorio's, nominee for the director of the Department of Integrated Services for Individuals with Disabilities, also known as DISID. I am honored and humbled to be considered for this crucial role in serving individuals with disabilities on our island. I am

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Michelle Perez, the eldest child of Agnes and Joaquin Cruz of Santa Rita, and the only child of the late Sergeant Mark Salas Biagini, formerly of Ordot. I am the oldest of five siblings to my brothers, Paul and Joaquin, and sisters, Reana and Melissa. For the last 16 years I've been married to Jay, who is the son of Vicente "Ben" and Iris Perez of Barrigada. But most importantly, I am blessed to be the mother of two wonderful daughters, Kirsten and Prichelle. Sorry. Growing up my family's structure was very unique. I had one set of parents and three sets of grandparents. Yes, it was quite confusing for me at first when I was younger, and I think for my siblings and friends as I grew up. But I consider myself very fortunate to have been raised in such a diverse and loving environment. It is really important for me to point out that although my dad, Joaquin was and still is a great father. The women in my lineage have made me, has have made a very strong impact in my life. They have always been strong, humble, and set the foundation for me to be where I am today. My grandmother, Simia Salas, experienced the unimaginable loss of her only son. My father, Sergeant Mark Salas Biagini, who tragically passed away while serving his country on tour in Vietnam for the second time. He died just a day before his 21st birthday. This happened four months after I was born, which left my grandmother to navigate a life without her beloved son. She always did, though throughout the years express her gratitude for my dad, Joaquin, who raised me as as his own. Another influential figure in my life was my grandmother, Annie Perez Cruz, originally from the Village of Sumay.

She taught me the virtues of patience and compassion, and then there's my grandmother, Rosa Manolo, affectionately known as Nanay, who served as the matriarch of our family. She hailed from the island of Luta and she became a young widow and single handedly raised 10 successful children on her own. Nanay was an embodiment of our of hard work, love, and humility, and she instilled these qualities in her children and her grandchildren. Last but certainly not least is my mother, Agnes, who is the epitome of strength. She too has faced challenges in her life and has always managed to overcome them. Throughout my career, I've had the privilege of working with diverse individuals that have positively impacted the lives of individuals with disabilities. For instance, at GDOE, I worked closely with not only the individuals with disabilities, but their teams and families. This experience allowed me to develop a deep understanding of the challenges faced by individuals with disabilities and families, but most important, most importantly, being able to tailor their services. To their unique needs. It also made me realize the great gaps

in services that most especially happen after leaving high school. One of my core strengths is that throughout my career I have built relationships and assisted in bringing together government agencies, nonprofit organizations, and community members to address and recognize the gaps in services and the needs of individuals with disabilities.

I believe that effective communication is at the heart of my leadership style, and I am committed to ensuring that all voices are heard and valued, particularly those of individuals with disabilities themselves. I know this is a very short testimony. I don't think I want to belabor it any longer, but I just want you on to know that I am deeply committed to serving as the director of DISID and to meet its mission. I also want to acknowledge DISID, its hardworking and dedicated staff that have been with me for the, throughout the years that I've been with the agency who have continued to provide services to our clients. Even with the challenges faced by the pandemic, the limited resources, personnel, and most, and the most recent Typhoon, they've worked tirelessly to help our clients. I am honored to work with a team of dedicated and selfless individuals. Who truly care about the wellbeing of individuals with disabilities and their families. I wanna thank you again for your time, and I appreciate the opportunity to present my testimony before this esteemed committee. I look forward to the opportunity to serve the community and continue to contribute to the success of DISID. Thank you.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you so much, Michelle. And to all your family who are here and who testified, *si yu'os ma'åse'*. And to Mr. Cameron, *si yu'os ma'åse'*. I know that we have worked with you as the past chair of legislative oversight of DISID as well. You were the vice, I mean, deputy director for years. And I'm very grateful for the work that you've done and the advocacy that you have shown and that you have been able, despite not growing up and being a political person, to withstand what politics have come your way and kind of impediments. And you've been able to really tough it out and as have the testimony has shown, your work ethic and determination have really, I have seen those. So I'm grateful for you for accepting this nomination again, to be the director, and I know it's an added responsibility. We have written testimony in support of your nomination from Asherdee Rosete, who's the principal of JP Torres Success Academy, from Lisa Rebanio, who was a special ed teacher with you for 16 years and in support of your nomination, and from Theresa Manibusan, who used to be my chief of staff, in support of your nomination, who

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has known you for many years. And so you highlighted a couple things in your resume, but I just wanted to point a couple of them out as well. So your husband mentioned that you were in the Guam Air National Guard and he says for a short period of time that it was actually for three years. So I think that is significant. You were a heavy equipment operator at one point.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes ma'am.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: And then you were in the Department of Education as a teacher, special ed. And as you said, the special ed teachers are charged with working those plans for the students and the individual plans. And you did that for many years. It says from 2002 to 2020, and then you were at DISID as deputy director from April 2020 to November 2022, and now you've been the acting director since November 2022. All right, with that, I'm gonna open it up to my colleague, Senator Taitague.

SENATOR TELO T. TAITAGUE: Thank you Madam Speaker, and good afternoon to my colleagues and most especially good afternoon to the nominee as well as their family and those who are here testifying in their favor. The one thing good about, you know, when someone comes toward us to request or, hear for confirmation, you know, we're taking a chance based on what they say, that they're going to be a good fit for this position. But I'm very lucky to have worked with Michelle for the last three years in the 35th Guam Legislature, 36th Guam Legislature, and now in the 37th to be able to see what kind of work she can do and how to, you know, if I call, does she answer the phone? And if I go up there and have any concerns, will she answer those questions? And you know me, I'm a person with a lot of questions and she does every single time I've called, every single time. 'Cause we're in the same building, actually my office, when I have a question about what's going on with DISID. She's so good at answering that and even going beyond answering my questions but telling me what the latest programs that are going on at DISID. And so, I have no doubt in my mind that, and I'm really happy actually because we have been without really an active director for quite some time. And I think no other person would be a better fit than Michelle.

Just knowing that you're already committing yourself in front of this body and the people of Guam that you are going to be, you know, work very hard. Basically, like I said, committing yourself. You had me in tears earlier, which, sorry. I know that having your family here can be very emotional, here to support you, but that's one of the most important things. Being a director and taking care of the people of Guam, especially those with disabilities. I've been an advocate for disabilities for many years, even in the 30th way back, you know, putting out the bills for those who are blind or deaf and hearing issues. But having a family behind you to support you, Michelle, is exactly what you're going to need because this job is going to be very, very challenging. And I know that you have the will and the want, and now I know that you have the family here to back you up when times get tough so that you can just dust yourself off and continue on. So, I wish you the very, very, very best. And I think you're having a budget hearing coming up there. Are you sure? Are you aware of a budget hearing coming up for your department?

MICHELLE C. PEREZ, NOMINEE, DISID: I believe we are not on the agenda. I believe. We haven't gotten a notice yet.

SENATOR TELO T. TAITAGUE: You haven't gotten notice yet?

MICHELLE C. PEREZ, NOMINEE, DISID: No, not yet.

SENATOR TELO T. TAITAGUE: Okay. In that budget hearing, when you come up, there are gonna be questions and a lot of them has to do with numbers. You know, your financial, the accountability, transparency is gonna be asked of you. Unlike some other directors who come before us on a budget hearing, they always tell us, I'll get back to you later on those numbers. So please be prepared to answer our questions.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes.

SENATOR TELO T. TAITAGUE: One of the concerns I think I have right now is just the funding, 'cause I know you are aggressively trying to fill positions at your department. If I'm not mistaken, you were trying to get six people to be at your department. Have you been able to fill those six positions yet or what's the status?

MICHELLE C. PEREZ, NOMINEE, DISID: Yes. So, we're currently in recruitment right now, Senator. We've identified funding in our current budget that will hopefully be transferred over to the new budget coming up. And it looks good. We have prospects already applying, so it's with DOA right now. We also, just so that you, since you brought that up, it's not just with social workers or vocational rehabilitation counselors, which you all know, we've had a really tough time trying to fill. But we've also put out a, we have a recruitment process going for a division of support services administrator, which is part of our statute that we've haven't had in several, several years. So, we're excited about hoping you know about that as well as hoping that people do apply for that position so that we can have someone actually really oversee the support services side of the house.

SENATOR TELO T. TAITAGUE: And your ultimate goal is six individuals or six positions within your department. And you mentioned that people are applying. Has any of those six position have been fulfilled?

MICHELLE C. PEREZ, NOMINEE, DISID: Right now? Not right now. I believe they're still trying to establish a list, but from what I know most especially with the vocational rehabilitation side, I believe it should be closing soon. The listing as well as I believe July 13th is the closing date for the social workers as well. So we're praying that we get a good amount of, yes people to apply. Social workers are very difficult to find.

SENATOR TELO T. TAITAGUE: Yes. And I wish you much luck and trying to find those individuals, but you know, the funding that's coming your way, I hope you're going after federal grants. Ensuring that your grants are being spent. Those monies, that nothing is being returned. And I wish you again the very best.

MICHELLE C. PEREZ, NOMINEE, DISID: I appreciate it. Thank you.

SENATOR TELO T. TAITAGUE: And thank you to your family and your mom. Just for the record, your parents, or your in-laws know my dad very, very much and all these years, so I definitely know you're a God-fearing individual too. Going to Church of Barrigada. So lots of prayers your way right now. Good luck to you. Thank you, Madam Speaker for the opportunity, and I wish you the very best.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you, Senator Taitague. Senator Brown.

SENATOR JOANNE M. BROWN, VICE CHAIRPERSON: I think this is the most emotional hearing, confirmation hearing I've ever been to. Just for purposes of disclosure, I have a very close familial relationship with Michelle. And aside from your parents, I've known you last just as long since you were born. You're my girl. I'm gonna get official at first so I don't cry. But I wanna ask you, Michelle, in terms of the work that you've done so far, because certainly everything in your career that you've done has led you to where you are today. And we're very proud of you to take on this challenge. But I wanted to ask you, in your time that you've had with DISID as a deputy, what do you feel is the greatest need that has been there? And what do you feel you are doing or will do to address that concern, especially with the community, very special community that you work with?

MICHELLE C. PEREZ, NOMINEE, DISID: Thank you, Senator Brown. I think one of the great, there's several needs. Obviously, our agency is responsible for a lot. Wow. With very little. But one of the biggest challenges and needs that we've seen in the, since I've been there in the last three years is the need to assist individuals with disabilities that don't have any family to help care for them in the capacity of a personal care attendant or a caregiver, or just finding other supports out there. And we currently, as you all know, we currently have a contract with Catholic Social Services now to provide some respite and personal care services. Unfortunately, it's not enough. But what we've done, what we are doing currently is we've put out another RFP to supplement the services that we currently have with the contract with our vendor now to hopefully find more personal care attendance for these individuals. I mean, we, as a government, we want to do everything we can to assist our community, but there are also limitations to what the government can do, right? And so, we also try our best to empower our clients to seek other alternatives other than just coming to the go to us to provide that wholeheartedly. So, I think that's one of the biggest things that I'm proud of is the fact that we are trying our best to find other alternatives other than just the community coming in and saying, we are entitled to this, and this is what the government needs to give us. It's more like, what can we do as a community, as a government and work with other nonprofits and other entities by building relationships to provide that service in a different way than what is

traditionally done. So, I think that's one of the biggest needs and what we're doing to try and accomplish providing that need based on the limitations that we all have. Yeah.

SENATOR JOANNE M. BROWN, VICE CHAIRPERSON: And how do you, how can you address outreach? I mean, because I think we know there are members in the community that probably we're not aware of. You know, for whatever reason within the family that there's just not, because of the circumstances they might be in, that they're just not getting that outreach. What can you do to try to help those that, like I said, they're not running and knocking and banging your door down? They're definitely out there that need your services.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes. And I'm very proud to say that, you know, with the staff that I do have, they're very proactive. So, we've, in the last few, I would say in the last year, year and a half, you know, we've really built relationships with other nonprofits to go out there. Like the Guam Homeless Coalition, they had Passport to Careers. So my staff, they're so excited about going out there and wanting to say, Hey, this is what DISID is, instead of waiting for, you know, it. If you're gonna wait for people to come to you to provide, to ask, what can you do for me? It really doesn't, it's not a successful way of running an agency, especially when you're providing a service. The, like, the service we provide. So my staff is, I mean, we all go out, we're out there, you know, we just did the last one at Chamorro Village where we had Passport to Careers and we were in one of those huts and, you know, aggressively explaining, Hey, this is what DISID does, you know, we may not have the service you need, but we can guide you in the where to go, you know, so we don't have all the answers, but we can try and definitely try and help you find a solution to what your issue is, or you know, what challenges you may have.

So, and then on top of that, what we're doing is we are working, the plans are in the works right now, obviously to hire more vocational rehabilitation counselors, because coming from the school system, I do see that there is a break in the continuum of service as a transition coordinator for special ed students in the high schools. Your job is to transition your students from high school life to adult life as smoothly as possible to pass that baton off to vocational rehabilitation, or if not voc rehab, then the military or whatever it is, you have to. You know, it's individualized. So, you really need to make

sure that you guide that path and you make that road available for them. Not hold their hand but show them the way. Right. And so I think what we're doing, what plans we have to hire more vocational rehabilitation counselors is a great plan because we wanna put them in the schools directly in the high schools so that they focus specifically on that high school, on those students with those families to get, give them, you know, the opportunity to say, Hey, I wanna apply for VR services or No, it's not something I wanna do, I want my child to just be, go to a daycare center, a day center where, 'cause I know that they are not employable. I don't feel that it's something they need. So, you know, outreach is, is paramount. There's no other way to get out there and explain what there is and what there isn't. And that's how you learn more gaps. You learn about what is still needed. And I believe that having that mindset just is going to really make DISID shine because I know it hasn't, I mean, even when I was at DOE it hasn't. But you know, being on the other side now I see where there are challenges and I see, like the speaker had mentioned, I see. You know, it's not just about being the director.

There's a lot of things that you have to balance. I've never been in the political realm before, so it's a lot of balance. But, you know, it's a good learning experience for me. And I think every day I learn. And if you don't learn every day, then you're not growing. And if you don't have that mindset, then you're not gonna grow your agency and the staff, and just making sure that you're doing my whole thing is focused on the mission. And I guess that's where the military comes in, right? So that's just it. I think as if we can continue to focus on the mission and ensure that your staff and the people that work with you are all considered assets to the mission, then I think it'll just continue to grow with challenges. Of course. There's no way, there can't be challenges, especially when you're running a government agency.

SENATOR JOANNE M. BROWN, VICE CHAIRPERSON: Gosh, I'm speechless. I'm very proud of you, Michelle. Thank you. I thank you for all the work that you've done over the years, I mean, just growing and getting your education and having the compassion that you do to do the work that you do is really special. But I think it's a real testament to who you are as a person. And I thank Joseph for being here, 'cause I know if he wasn't and he didn't like you, we'd never hear the end of it. He'd text us, call us, corner us. I certainly appreciate Joseph Cameron being here to provide his support and certainly to Jay. I think that says a lot, your husband. I mean, I've known him since we were

students at Barrigada Junior High, and I never knew he was gonna end up marrying my girl, and he did. And it's hard to believe it's been 16 years 'cause I was at your wedding. I was like, wow, time flies so quickly. You know, this is a moment in your life that this is going to be a marking point for you. Enjoy it. It's gonna be hard work, but I think there's gonna be a lot of personal satisfaction because you actually are in the driver's seat to move things and make things happen. For those, like I said, that are in the most need. We're proud of you. We're very, very, very proud of you. I know your grandfather, Tommy and Auntie Sally, your daddy in heaven, so proud of you today. Thank you. And I'm not gonna cry too much more. I've been tearing up since you started testifying, but I'll tell you, you're a really dynamic person and I'm just impressed. You have just done so well and you've worked so hard to get to where you are and I know you will continue to do some really good things. You're blessed with that, so thank you. Congratulations. I'm sure you're gonna get, you certainly have my vote and you, I'm sure you're gonna get the unanimous confirmation of this legislature. So continued success to you. Thank you.

MICHELLE C. PEREZ, NOMINEE, DISID: Thank you very much.

SENATOR JOANNE M. BROWN, VICE CHAIRPERSON: Thank you very much Madam Speaker.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you very much, Senator Brown. And I have to say, and I've known Senator Brown 20 years. I've never seen her say she's speechless. So I appreciate that and I appreciate Mr. Cameron's support and your praise of your staff at the agency. So, I think good teamwork is really what has going to bring you a long, long way. Senator Barnett.

SENATOR CHRISTOPHER BARNETT: Thank you. Thank you, Madam Speaker. And yeah. Hey, if you get Senator Brown gushing, I'm all on board. No, I know. You come from a great family of public servants, and we did have the opportunity to meet individually, and I was very just impressed with your dedication and your drive. And anybody who operates heavy equipment, I think can definitely handle operating a government agency, you know, most especially with the voc rehab counselors in the high schools. I know that we had had a resolution presentation where, a mom had really talked about that uncertainty that she had with her son graduating from high school and what

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was gonna happen with him. Right. And so when you talk about the gaps in services for individual disabilities, is that one of the main ones that you, that you really want to address?

MICHELLE C. PEREZ, NOMINEE, DISID: Yes, Senator. It is. And, you know, thank you for meeting with me. I can only speak from my experience. Right. And I think I shared with you when we met that, yes. Coming to DISID, in the beginning, I was just focused on DVR because that was what I knew. But coming on board and learning more about what this really is and the other side of the house, which some, you know, a lot of people like don't know about the support services side. And you know, when I was, when I reflect back, a lot on some of the families that I dealt with and the students that I've dealt with over the years at DOE, the ones that really stick out, not to say that the students that wanna go join the military or become an automotive mechanic or even go to college are not as important. But the ones that really stick out are my students who are being raised by their grandparents who have no ability to work. You know, they're non-verbal. They're, some of them, they're being fed by a tube, feeding tube. They have no real ability to take care of themselves. I mean, wholeheartedly. And those are the families that I think about every day when I go into work, I think about the grandma who is sitting there talking to her during an IEP or just when she calls me at work and when I was a transition coordinator and says, what's going to happen when we die? You know, I'm going to get emotional because I can picture these individuals. What's going to happen when my husband and I cannot take care of my grandson, who's going to take care of him, who's going to be able to change his diapers and make sure that his feeding tube is clean so that he does not get sick? Those are the individuals and the families I think about every day and how our government, but also how we can empower our families to take to for the future. And that's where the passion really comes from. I, and sometimes I get overly passionate about it, and perhaps sometimes I always ask the question, I don't understand why it can't just happen. How, why is it not so simple? You know? And that's the mindset I had. I was so naive back in the day until I became, I came into a position of this, you know, this type of position as a deputy. And then now as a, you know, acting director, there's more to it. You know, even though it could be so simple, there's still more to it. And I wholeheartedly believe that if we as a community, it takes a village, it takes an island. I mean, I'm a perfect example. Coming from such a huge family, it took this huge family to get me to where I am today. You know? And I just think that we just need to

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take ownership. That these are our children, these are our families. This is your grandma taking care of somebody who can't take care of themselves, what are we going to do, right? And so I don't have the answers. I just hope as a community we can find some resolution. Because there are a lot of grandmothers and grandfathers and there's a lot of parents, brothers and sisters who take care of these individuals too, you know? So, I just hope that as a community, once again, we can come together and figure out how to make this happen. 'Cause this is our culture. We take care of our family, right? And I think that we need to come back to that, come back to that mindset, 'cause I think some, unfortunately our community has lost it a little bit and we need to get back there. Thank you.

SENATOR CHRISTOPHER BARNETT: Thank you. Thank you, Ms. Michelle. Right on. And don't worry about the politics, just work hard, do your job, and really no place for politics in the DISID. And I know that you're very committed to the amazing amount of work that you have to do to move services forward for individuals with disabilities. So, yes, *si yu'os ma'ase'* and good luck. Thank you.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you, Senator. Senator Perez.

SENATOR SABINA F. PEREZ: Thank you Madam Speaker, and good morning, acting director. Morning, Madam Michelle. You know, everything I heard today ticks all the boxes, you know, from your background, your character, your vision for DISID. I like the fact that you are promoting outreach. I think outreach is critical. Like you said, you know, we can't expect those in the community that we serve to come to the agencies. So I'm really heartened to see that also this continuum of care, you know, being a teacher, a former teacher myself, you know, we see the gaps, right? We were in the front lines, yes, in the education system. So, we know where the gaps are. And I think it's really important that as a director of DISID, that you bring that with you. And knowing that we can establish this continuum of care, I think that's really critical, rather than seeing it as a fragmented type of service. This is something that I've always promoted and as well is like, how can we get all the agencies to collaborate? And, you know, I also look forward to collaborating with you. I look forward to your confirmation and how we can collaborate further connecting department of education with DISID further and strengthening that connection as well as other agencies out there. You know, I thank you

for accepting the nomination. And I look and see all those that are supporting you here today, the matriarchs of professional, hardworking women and men here today supporting you. And, you know, I know you're not going at this alone. You have a community, like you said, supporting you and, you know, I thank you. But there's something that I wanna ask regarding to what was said earlier about, you know, your vision. If you can talk more about that as far as, you know, how do we establish this quality assurance that we're always looking to improve? What is your assessment of the state plans and how can we improve upon that? You know, I'm interested in your vision.

MICHELLE C. PEREZ, NOMINEE, DISID: Well, there's improvement. Improvement is inevitable, right? It has to happen in order to grow. And so my vision is not just my vision, it's my vision of my administrative, my vocational rehabilitation administrator, and hopefully my division of support services administrator that we hopefully get soon. But my vision is to really just make sure that DISID's mission is honored, you know, I mean, it's such a big mission. I mean, if you look at the statute, there's so much that DISID is responsible for, like I mentioned earlier. But if we chip at it a little bit at a time, most especially with our state plan, you know, now that we're kind of, I feel like we're getting back on track most especially with the vocational rehabilitation side. And nothing can be fixed overnight, obviously. But we will work our best to do what we can. And I think making the steps of first hiring classified and very qualified vocational rehabilitation administrator who has years of experience in that field to make ensure that the funding continues to flow, but also, it's not just the funding, it's being able to bring that out into the community. 'Cause if we have the funding, it doesn't make a difference if we don't use it for what the purpose is. And a lot of that can be accomplished when we go out with outreach, and we go into the schools and we touch bases with these individuals. And it's not the schools. We can even go to Guam Community College and get, you know, touch bases with these individuals with disabilities that may not have had the opportunity in the schools to avail to DVR services. But I think it's just taking small steps, looking at the state plan and really working to accomplish every single goal. It some takes, some goals may take longer and some goals may happen instantaneously. But I think just knowing and keeping positive with the, with the fact that I have a good team and continue to get more people on board, which has really been a challenge as, you know, Senator with, you know, it's a very difficult position to fill. I mean, social workers working with disabilities is very difficult. As well as vocational rehabilitation counselors.

But I'm very optimistic and, you know, I can't promise that it's gonna happen within the time that I'm there, but I do know that we're gonna hit the ground running, which we've been doing even before today. And, I just have to keep giving kudos to my staff because they do it. I'm just there. I mean, I get my hands dirty just like everyone else. And, because I can't sit behind a desk and do nothing. That's just that. But that's just my philosophy and with, and my work ethic.

SENATOR SABINA F. PEREZ: Thank you and I just want to encourage you also to continue to take the procurement modules.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes. I took the first one. Yes. It's just crazy getting into all the others. They file up fast, but I'm hoping to, I'm hoping to take more.

SENATOR SABINA F. PEREZ: And also the ethics training.

MICHELLE C. PEREZ, NOMINEE, DISID: I have done that already.

SENATOR SABINA F. PEREZ: Great and as well as your staff too.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes. All of them have done it.

SENATOR SABINA F. PEREZ: Well, thank you for your commitment and we look forward to working with you and to your confirmation. Thank you.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you. Senator Perez. Thank you again, director of DISID for accepting the nomination. I know, if we haven't seen a budget hearing scheduled, I'm not entirely sure, but some of the agencies might not have budget hearings, so I'd like to take this opportunity to ask you, it looked to us like, I know Senator Taitague, we mentioned a couple positions vacant, but it looks to us like you have 13 vacancies. So are you hopeful that all of those are going to be filled in this upcoming recruitment?

MICHELLE C. PEREZ, NOMINEE, DISID: I hope so. We did lose a few people because they were temporary assigned temp, you know, they were the limited term, which were my social workers. But we have put out a recruitment for classified positions. So, I'm hoping that they apply as well because they've, they were awesome. They were very, very good. I've been blessed with great staff, classified or unclassified. I mean, they're right on point. So, I'm hoping that we can get more individuals on board because it'll just make our, make my mission easier to get the outreach out there and to do what we need to do.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: Thank you. And so DISID, in one of the budgets, they transferred those appropriations for respite care community rehabilitation programs and the Karidat programs over from Behavioral Health over to DISID.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes ma'am.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: I know that just landed on you during one budget, but you were able to not only take over and have managed those contracts, but also advocate to increase them. You pointed out to us they were completely insufficient and as you've talked about today, you need more caregivers, we need, a lot more caregivers. And that's the gap that we are having. So, I hope that you'll continue to advocate for that. And I'm going to suggest, because the budget is coming up, that maybe you just make sure that that's very clear, like what the amounts are now and if you need more for that and what that would bring to the families or services or if you've got data to back it up, that will also help. And then, there was a proposal for job coaches. We had a public hearing, and I know that the two of you came in and told us why we should not pass that. And I just want to get on the record today if that's still your position, that, local funding for job coaches was not necessary because we have federal funding and that might actually cause complications in our federal funding.

MICHELLE C. PEREZ, NOMINEE, DISID: Yes, I believe too. We wanted to, we understood the intent of the bill, but I believe there was a little more that should have been put into the bill, or we should have more. I know you wanted to do a round table so we can discuss more what the purpose of the job coach was specifically and how the

funding could be utilized differently, not specific, just to job coaching. So, I look forward to that round table meeting so we can discuss further.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: All right. In 2023, \$66,000 was appropriated or authorized for that? Was that used?

MICHELLE C. PEREZ, NOMINEE, DISID: Not all of it is used.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: All right. Okay. Again, I'm very grateful for your service and the way that you perform your duties. So, I rarely say this at hearings, but I'm very much in support of your confirmation. And I hope that you continue to do the way you have done, that focus on the services that we are trying to provide as a government and the gaps that we are trying to fill. *Si yu'os ma'ase'*, thanks again to all the family here to support you.

MICHELLE C. PEREZ, NOMINEE, DISID: Thank you, Senator. Thank you, Speaker.

SPEAKER THERESE M. TERLAJE, CHAIRPERSON: So now that concludes the confirmation hearing for Michelle Perez.

Public Hearing adjourned: **10:12 A.M.**

III. FINDINGS AND RECOMMENDATION

- Michelle L.C. Perez, the Acting Director of the Department of Integrated Services for Individuals with Disabilities (DISID), accepted her nomination as the Director of DISID to serve at the pleasure of the Governor. A public hearing to receive testimony for her confirmation was held on July 10, 2023.

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- Past and present colleagues, as well as family members and friends, all testified in support of Ms. Perez’s confirmation. They noted her commitment, competence, and passion for serving individuals with disabilities.
 - Ms. Perez received her B.A. in Early Childhood Education and her M.A. in Special Education, both from the University of Guam. She began her career in the Air National Guard, and then worked as a Special Education teacher under the Department of Education for 18 years. She then worked as the Deputy Director for DISID for 2 years and is currently the agency’s Acting Director. All testimonies noted her exemplary experience.
 - Ms. Perez shared her prospective strategies and goals, sharing that she wants to focus on DISID’s program outreach to families who are unaware of their services. She also mentioned her goals for recruitment, sharing that DISID already has individuals lined up to fill vacancies. Ms. Perez also shared that as Director, she would focus on finding more vocational rehabilitation counselors, individual care assistants, classified employees, and federal grants and monies.
 - There were no testimonies in opposition to her appointment, and all Senators present voiced their support for Ms. Michelle L.C. Perez as the new Director for DISID.

II. The Committee on Health, Land, Justice and Culture hereby reports on the **Appointment of Michelle Perez to serve as the Director of the Department of Integrated Services for Individuals with Disabilities (DISID) at the pleasure of the Governor, with the recommendation TO DO CONFIRM.**