

*I Mina Trental Kaitro Na Lihelaturan Guåhan*  
**APPOINTMENTS**

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	CMTE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	CMTE REPORT FILED	DATE CONFIRMED	NOTES
35GL-19-1109	Anthony P. Benavente	Member	Civil Service Commission	10/14/19	Six (6) Years; October 1, 2019 to September 30, 2025 To fill the seat of Julie L. Quinata, whose term has expired	Committee on Public Accountability, Human Resources, and the Guam Buildup	10/15/19	11/4/19 10:30 a.m.	11/12/19 8:46 a.m.		



Office of the Speaker  
**TINA ROSE MUÑA BARNES**

*I Mina'trentai Singko Na Liheslaturan Guåhan*  
Committee on Public Accountability, Human Resources, and the Guam Buildup

November 6, 2019

*REL*

The Honorable Régine Biscoe Lee  
Chairperson, Committee on Rules  
*I Mina'trentai Singko na Liheslaturan Guåhan*  
35<sup>th</sup> Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagåtña, Guam 96910

**RE: Committee Report on the appointment of Anthony Perez Benavente; Member, Civil Service Commission**

Dear Chairperson Biscoe Lee:

Transmitted herewith is the Committee Report on the appointment of Anthony Perez Benavente to serve as a Member of the Civil Service Commission which was referred to the Committee on Public Accountability, Human Resources, and the Guam Buildup.

Committee votes are as follows”

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

*Si Yu'os Ma'åse',*

*Tina Rose Muña Barnes*  
**TINA ROSE MUÑA BARNES**  
Chairperson

**RECEIVED**  
NOV 06 2019  
4:20pm.  
COMMITTEE ON RULES

*[Handwritten signature]*

*Revisions Rec'd: 11.11.19 @ 12:25pm.*

2019 NOV 12 AM 8:46 *jt*





*Office of the Speaker*

**TINA ROSE MUÑA BARNES**

*I Mina'trentai Singko Na Liheslaturan Guåhan*

Committee on Public Accountability, Human Resources, and the Guam Buildup

## COMMITTEE REPORT

### **Nomination of Anthony Perez Benavente**

As Member of the Civil Service Commission to fill the  
expired term of Julie L. Quinata  
(October 1, 2019 – September 30, 2025)



Address: 163 W. Chalan Santo Papa Hagåtña, GU 96910

Phone: (671) 477-2520/2521 / Email: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) / Website: [www.guamlegislature.org](http://www.guamlegislature.org)



Office of the Speaker

**TINA ROSE MUÑA BARNES**

*I Mina'trentai Singko Na Liheslaturan Guåhan*

Committee on Public Accountability, Human Resources, and the Guam Buildup

**MEMORANDUM**

**TO:** All Members  
**FROM:** Speaker Tina Rose Muña Barnes  
*Chairperson, Committee on Public Accountability, Human Resources, and the Guam Buildup*  
**SUBJECT:** **Committee Report on the appointment of Anthony Perez Benavente**

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Transmitted herewith for your consideration is the Committee Report on the appointment of Anthony Perez Benavente to serve as a member of the Civil Service Commission.

This report includes the following:

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

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

Sincerely,

**TINA ROSE MUÑA BARNES**

Chairperson



Senator Régine Biscoe Lee  
Chair

Senator Amanda L. Shelton,  
Vice Chair

Speaker Tina Rose Muña Barnes,  
Member

Vice Speaker Telena Cruz Nelson,  
Member

Senator Kelly Marsh (Taitano), PhD,  
Member

Senator Sabina Flores Perez  
Member



**COMMITTEE ON RULES**  
*I MINATRENTAI SINGKO NA LIHESLATURAN GUÅHAN*  
**35<sup>TH</sup> GUAM LEGISLATURE**

October 15, 2019

Senator Clynton E. Ridgell,  
Member

Senator Joe S. San Agustin,  
Member

Senator Jose "Pedo" Terlaje,  
Member

Senator Therese M. Terlaje,  
Member

Senator James C. Moylan,  
Member

Senator Mary Camacho Torres,  
Member and Chair, Subcommittee on Protocol

## MEMO

**To:** Rennae Meno  
Clerk of the Legislature

**Attorney Ana Won Pat-Borja**  
Legislative Legal Counsel

**From:** Senator Régine Biscoe Lee  
Chair, Committee on Rules

**Re:** Referral of Appointment

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*Buenas yan Håfa adai.*

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

**Appointee:** Anthony P. Benavente  
**Position:** Member, Civil Service Commission  
**Term Length:** Six (6) Years; October 1, 2019 to September 30, 2025  
To fill the seat of Julie L. Quinata, whose term has expired

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

**"35GL-19-1109 – Office of the Governor of Guam – Appointment and Supporting Documents for Anthony P. Benavente, Member, Civil Service Commission."**

Please ensure that the aforementioned appointment is referred to the **Committee on Public Accountability, Human Resources, and the Guam Buildup**, chaired by Speaker Tina Rose Muña Barnes.

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

Thank you for your attention to this matter.

Respectfully,

Senator Régine Biscoe Lee  
Chair, Committee on Rules

*A Misa 'Tontal Kalibo Na Libeleranan Goshen*  
**APPOINTMENTS**

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3SGL-19-1109	Anthony F. Benavente	Member	Civil Service Commission	10/14/19	Six (6) Years; October 1, 2019 to September 30, 2025 To fill the seat of Julie L. Qainata, whose term has expired	Committee on Public Accountability, Human Resources, and the Guam Building	10/15/19				

UFISINAN I MAGA'HAGA  
OFFICE OF THE GOVERNOR



LOURDES A. LEON GUERRERO  
MACA'HAGA • GOVERNOR

JOSHUA F. TENORIO  
SIGUNDO MAGA'LÁHI • LIEUTENANT GOVERNOR

October 14, 2019

Honorable Tina Muna Barnes  
Speaker  
*I Mina'trentai Singko Na Liheslaturan Guåhan*  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96932

35 GL-19-1109  
Speaker Tina Rose Muña Barnes

OCT 14 2019  
Time 1:16 (AM/PM)  
Received By: *max*

2019 OCT 14 PM 1:35  
*[Signature]*

**RE: Board Appointment**

Dear Madame Speaker:

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

APPOINTEE: Anthony P. Benavente  
POSITION: Member, Civil Service Commission  
TERM LENGTH: Six (6) Years; October 1, 2019 to September 30, 2025  
To fill the seat of Julie L. Quinata, whose term has expired

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

*Senseramente,*

**LOURDES A. LEON GUERRERO**  
*I Maga'hagan Guåhan*  
Governor of Guam

cc: Lt. Governor of Guam

1109

UFISINAN I MAGA'HÅGA  
OFFICE OF THE GOVERNOR

LOURDES A. LEON GUERRERO  
MAGA'HÅGA • GOVERNOR



JOSHUA F. TENORIO  
SIGUNDO MAGA'LÅHI • LIEUTENANT GOVERNOR

October 14, 2019

Anthony P. Benavente  
[REDACTED]

Dear Mr. Benavente:

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

**MEMBER, CIVIL SERVICE COMMISSION**  
**Term Length: Six (6) Years; October 1, 2019 to September 30, 2025**  
**To fill the seat of Julie L. Quinata, whose term has expired**

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

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

This appointment is subject to the advice and consent of *I Liheslaturan Guåhan*. If you have any questions or concerns, please contact the Office of the Governor.

*Senseramente,*

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

cc: Lt. Governor of Guam  
Chairman, Civil Service Commission



**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 / *Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

**NOMINEE INFORMATION**

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

**EDUCATION**

<b>SCHOOL (Name, City and State)</b>	<b>DATES OF ATTENDANCE</b>	<b>TYPE OF DEGREE</b>	<b>YEAR EARNED</b>
<b>High School</b> John F. Kennedy High School, Guam		High School Diploma	1972
<b>College</b> University of Guam		BS	1990
<b>Graduate School</b>			
<b>Other Degree</b>			

**EMPLOYMENT HISTORY**

<b>Name of Present/Last Employer and Mailing Address</b> IT&E/IP&E Tamuning, Guam	<b>Position Title</b> Human Resources Manager
	<b>Dates Held</b> 5/2008 - 6/2017

<b>Previous Employer and Mailing Address</b> StayWell Insurance Hagatna, Guam	<b>Position Title</b> Human Resources Director
	<b>Dates Held</b> 6/1999 - 4/2008

<b>Previous Employer and Mailing Address</b> Guam Community College Government of Guam	<b>Position Title</b> Human Resources Administrator
	<b>Dates Held</b> 2/1994 - 6/1999

<b>Previous Employer and Mailing Address</b> Department of Administration Office of Personnel Management Government of Guam	<b>Position Title</b> Emp-Management Relations Officer II
	<b>Dates Held</b> 1975 - 1994

<b>Previous Employer and Mailing Address</b>	<b>Position Title</b>
	<b>Dates Held</b>

**PRIOR GOVERNMENT OF GUAM SERVICE**

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

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

**PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)**

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

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

**TRAINING**

<b>INSTITUTE/SEMINARS/ON-THE-JOB TRAINING</b>	<b>DATE</b>
EEO / FSLA / ADA / Labor Laws / HIPAA	Annual
Train the Trainer	
Labor & Contracts Negotiations	Annual
Labor Management Relations	Annual

**AWARDS**

<b>List all educational, professional, civic awards, and recognition for public service:</b>
Recipient, Doc Sanchez Scholarship (GovGuam)

**PROFESSIONAL INVOLVEMENT**

<b>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</b>
National Society for Human Resources Management Guam Chapter, Society for Human Resources Management

### COMMUNITY / CIVIC INVOLVEMENT

*List organizations, activities participated in, and offices held:*

Senior Citizens Volunteer, Trained in Medicare Benefits & Eligibility (in-processing on-going) assisting the Division of Senior Citizens, DPHSS

### 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:

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**(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:

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**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: Anthony P. Benavente

- 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

Anthony P. Benavente

Signature


Date

10/10/19

**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.

  
Anthony P. Benavente

Print Name and Signature

  
Date



# SUPERIOR COURT OF GUAM

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

Telephone (671) 475-3370/475-3449

Fax (671) 472-2856

**DANIELLE T. ROSETE**  
Clerk of Court

Name: **ANTHONY PEREZ BENAVENTE**

SS#: ID# Guam DL: [REDACTED] Date of Birth: [REDACTED]

## CERTIFICATE OF SEARCH

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

**Criminal Cases:**

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

**Civil Cases:**

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

Criminal Record: Page 1 of 1

Civil Record: Page of

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

Dated: 10/10/2019

**DANIELLE T. ROSETE**  
Clerk of Court

BY: **FRANCES A.P. FERNANDEZ**  
Deputy Clerk



The absence of an original Court Seal invalidates this document

Prepared By: fapf





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



October 10, 2019

**SUBJECT: CRIMINAL HISTORY RECORD**

<b>NAME:</b>	Anthony Perez BENAVENTE		
<b>DATE OF BIRTH:</b>	[REDACTED]	<b>FINGERPRINT#:</b>	[REDACTED]
■	The individual has no record of criminal conviction(s) in the Guam Police Department files that are subject to Guam law.		

\*\*\*\*\*NOTHING FOLLOWS\*\*\*\*\*

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

By Direction: vbc

**STEPHEN C. IGNACIO**  
Chief of Police

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



Speaker's Office &lt;speaker@guamlegislature.org&gt;

## FIRST NOTICE of Public Hearing - November 4, 2019 at 10:30AM

3 messages

Speaker's Office &lt;speaker@guamlegislature.org&gt;

Fri, Oct 25, 2019 at 9:55 AM

To: Speaker Tina Rose Muna Barnes &lt;speaker@guamlegislature.org&gt;

Cc: Clerks Office &lt;clerks@guamlegislature.org&gt;, Guam MIS &lt;MIS@guamlegislature.org&gt;, Tom Unsiog &lt;sgtarms@guamlegislature.org&gt;, av@guamlegislature.org, phnotice@guamlegislature.org, protocol@guamlegislature.org

Bcc: Dan Leon Guerrero &lt;ddddlg53@gmail.com&gt;, dnsanford@gmail.com, jsmithguam@gmail.com, pmbblas@ite.net, tonychedo@yahoo.com

October 25, 2019

### MEMORANDUM

**TO:** All Senators, Media, and Stakeholders

**FROM:** Speaker Tina Rose Muña Barnes

**SUBJECT:** FIRST NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019

*Bueñas yan Háfa Adail!* Please be advised that the Committee on Public Accountability, Human Resources, and the Guam Buildup will convene a Public Hearing on Monday, November 4, 2019 beginning at 10:30AM in *I Liheslaturan Guåhan's* Public Hearing Room. The Committee will hear and accept testimony for the following items on the Agenda:

- Appointment of John A. Smith as Member of the Civil Service Commission; to serve a term of six (6) years.
- Appointment of Anthony P. Benavente; to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025).
- Appointment of David N. Sanford; to serve a term of five (5) years; to fill the expired term of Gerard Cruz.
- Bill No. 177 – 35 (COR) – Tina Rose Muña Barnes

AN ACT TO REPEAL SECTION 5 OF PUBLIC LAW NO. 33-186 AND ARTICLE 6, CHAPTER 8, TITLE 4, OF THE GUAM CODE ANNOTATED, RELATIVE TO THE GUAM RETIREMENT SECURITY PLAN (GRSP).

Written testimonies may be delivered to the Office of Speaker Tina Muña Barnes at 163 Chalan Santo Papa, Hagåtña, Guam 96910 or via email to [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org). Copies of testimonies submitted forty-eight (48) hours prior to the hearing will be available to the public at the hearing.

In compliance with the American with Disabilities Act, individuals requiring assistance or accommodations should contact the Office of Speaker Muña Barnes by phone call at 477-2520/1 or via email at [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org). *Si Yu'us Ma'ase'!*

*Sinseru yan Minagåhet,*



**Office of the Speaker • Tina Rose Muña Barnes**  
Committee on Public Accountability, Human Resources & the Guam Buildup

35th Guam Legislature  
*I Mina'trentai Singko na Liheslaturan Guahan*

Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910  
T: (671) 477-2520/1  
[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)

This e-mail message is intended only for the use of the individual or entity named above and may contain confidential and privileged information. If you are not the intended recipient, any disclosure, copying, distribution or use of the information contained in this transmission is strictly PROHIBITED. If you have received this transmission in error, please immediately notify us by replying to [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) and delete the message immediately. Thank you very much.

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

--

*Sinseru yan Minagâhet,*

**Office of the Speaker • Tina Rose Muña Barnes**  
Committee on Public Accountability, Human Resources & the Guam Buildup

35th Guam Legislature  
*I Mina'trentai Singko na Liheslaturan Guahan*

Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910  
T: (671) 477-2520/1  
[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)



This e-mail message is intended only for the use of the individual or entity named above and may contain confidential and privileged information. If you are not the intended recipient, any disclosure, copying, distribution or use of the information contained in this transmission is strictly PROHIBITED. If you have received this transmission in error, please immediately notify us by replying to [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) and delete the message immediately. Thank you very much.

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**4 attachments**

**Doc. No. 35GL-19-0710.pdf**  
831K

**Doc. No. 35GL-19-1109.pdf**  
6010K

**Doc. No. 35GL-19-1100.pdf**



Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina' Trentai Singko Na Liheslaturan Guahan*



October 25, 2019

**MEMORANDUM**

**TO: All Senators, Media, and Stakeholders**  
**FROM: Speaker Tina Rose Muña Barnes**  
**SUBJECT: FIRST NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019**

---

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Address: 163 W. Chalan Santo Papa Hagåtña, GU 96910

Phone: (671) 477-2520/2521 / Email: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) / Website: [www.guamlegislature.org](http://www.guamlegislature.org)



Speaker's Office &lt;speaker@guamlegislature.org&gt;

## Updated Public Hearing Notice

2 messages

Speaker's Office <speaker@guamlegislature.org>

Mon, Oct 28, 2019 at 11:16 AM

To: Speaker Tina Rose Muna Barnes <speaker@guamlegislature.org>

Cc: Tom Unsiog <sgtarms@guamlegislature.org>, Clerks Office <clerks@guamlegislature.org>, av@guamlegislature.org, Guam MIS <MIS@guamlegislature.org>, protocol@guamlegislature.org, phnotice@guamlegislature.org

Bcc: Daniel Leon Guerrero <daniel.leonguerrero@csc.guam.gov>, pmbblas@ggrf.com

October 25, 2019

### MEMORANDUM

**TO:** All Senators, Media, and Stakeholders

**FROM:** Speaker Tina Rose Muña Barnes

**SUBJECT:** FIRST NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019

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- Appointment of John A. Smith as a Member of the Civil Service Commission; to serve a term of six (6) years.
- Appointment of Anthony P. Benavente; as a Member of the Civil Service Commission; to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025).
- Appointment of David N. Sanford; as a Member of the Board of Trustees Government of Guam Retirement Fund (Private Sector Representative) ; to serve a term of five (5) years; to fill the expired term of Gerard Cruz.
- Bill No. 177 – 35 (COR) – Tina Rose Muña Barnes

AN ACT TO REPEAL SECTION 5 OF PUBLIC LAW NO. 33-186 AND ARTICLE 6, CHAPTER 8, TITLE 4, OF THE GUAM CODE ANNOTATED, RELATIVE TO THE GUAM RETIREMENT SECURITY PLAN (GRSP).

Written testimonies may be delivered to the Office of Speaker Tina Muña Barnes at 163 Chalan Santo Papa, Hagåtña, Guam 96910 or via email to [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) . Copies of testimonies submitted forty-eight (48) hours prior to the hearing will be available to the public at the hearing.

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*Sinseru yan Minagâhet,*

Office of the Speaker • Tina Rose Muña Barnes  
Committee on Public Accountability, Human Resources & the Guam Buildup



35th Guam Legislature  
*I Mina'trentai Singko na Liheslaturan Guåhan*

Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910  
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Gumai pribilehu yan konfedensia este siha na mensáhi. Solo espesiátmente para hágu ma entensioña pat ma aturisa para unrisibi. Sen prubidu kumu ti un ma aturisa para manribisa, na'setbe, pat mandespátcha. Yanggen lachi rinisibu-mu nu este na mensáhi , put fabot ago' guatu gi I numa'huyong gi as [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) yan despues destrosa todú siha I kopian mensáhi. Si Yu'os ma'áse'.

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#### 4 attachments

- Public Hearing Notices.pdf**  
579K
- Doc. No. 35GL-19-0710 (1).pdf**  
831K
- Doc. No. 35GL-19-1109 (1).pdf**  
6010K
- Doc. No. 35GL-19-1100 (1).pdf**  
7815K

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**Tom Unsiog** <[sgtarms@guamlegislature.org](mailto:sgtarms@guamlegislature.org)>  
 To: Speaker's Office <[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)>

Mon, Oct 28, 2019 at 11:27 AM

Noted on the adjustment and is now made on the website calendar....tom  
 [Quoted text hidden]



**Thomas J. Unsiog**  
 Sergeant at Arms

35th Guam Legislature  
*I Mina'trentai Singko na Liheslaturan Guåhan*

Tel: (671) 969-3514  
 Email: [sgtarms@guamlegislature.org](mailto:sgtarms@guamlegislature.org)

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Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina' Trentai Singko Na Liheslaturan Guahan*



October 25, 2019

**MEMORANDUM**

**TO:** All Senators, Media, and Stakeholders  
**FROM:** Speaker Tina Rose Muña Barnes  
**SUBJECT:** FIRST NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019

---

*Bueñas yan Háfa Adai!* Please be advised that the Committee on Public Accountability, Human Resources, and the Guam Buildup will convene a Public Hearing on Monday, November 4, 2019 beginning at 10:30AM in *I Liheslaturan Guahan's* Public Hearing Room. The Committee will hear and accept testimony for the following items on the Agenda:

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- Appointment of Anthony P. Benavente; as a **Member of the Civil Service Commission**; to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025).
- Appointment of David N. Sanford; as a **Member of the Board of Trustees Government of Guam Retirement Fund (Private Sector Representative)**; to serve a term of five (5) years; to fill the expired term of Gerard Cruz.
- Bill No. 177 – 35 (COR) – Tina Rose Muña Barnes  
AN ACT TO REPEAL SECTION 5 OF PUBLIC LAW NO. 33-186 AND ARTICLE 6, CHAPTER 8, TITLE 4, OF THE GUAM CODE ANNOTATED, RELATIVE TO THE GUAM RETIREMENT SECURITY PLAN (GRSP).

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In compliance with the American with Disabilities Act, individuals requiring assistance or accommodations should contact the Office of Speaker Muña Barnes by phone call at 477-2520/1 or via email at [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org). *Si Yu'us Ma'ase'!*

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Phone: (671)477-2520/2521 / Email: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) / Website: [www.guamlegislature.org](http://www.guamlegislature.org)



Speaker's Office &lt;speaker@guamlegislature.org&gt;

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**SECOND NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4TH, 2019**


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Speaker's Office &lt;speaker@guamlegislature.org&gt;

Wed, Oct 30, 2019 at 10:11 AM

Cc: phnotice@guamlegislature.org, Guam MIS <MIS@guamlegislature.org>, av@guamlegislature.org, protocol@guamlegislature.org,  
 Clerks Office <clerks@guamlegislature.org>, Tom Unsiog <sgtarms@guamlegislature.org>  
 Bcc: Dan Leon Guerrero <dddldg53@gmail.com>

October 30, 2019

**MEMORANDUM****TO:** All Senators, Media, and Stakeholders**FROM:** Speaker Tina Rose Muña Barnes**SUBJECT:** SECOND NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019

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• ~~Bill No. 177 – 35 (COR) – Tina Rose Muña Barnes – - REMOVED~~

~~AN ACT TO REPEAL SECTION 5 OF PUBLIC LAW NO. 33-186 AND ARTICLE 6, CHAPTER 8, TITLE 4, OF THE GUAM CODE ANNOTATED, RELATIVE TO THE GUAM RETIREMENT SECURITY PLAN (GRSP).~~

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*Sinseru yan Minagåhet,*

Office of the Speaker • Tina Rose Muña Barnes  
 Committee on Public Accountability, Human Resources & the Guam Buildup

35th Guam Legislature  
*I Mina'trentai Singko na Liheslaturan Guåhan*





Guam Congress Building | 163 Chalan Santo Papa | Hagatna, GU 96910  
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#### 4 attachments

- Public Hearing Notices.pdf**  
452K
- Doc. No. 35GL-19-1109.pdf**  
6010K
- Doc. No. 35GL-19-1100.pdf**  
7815K
- Doc. No. 35GL-19-0710 (1) (2).pdf**  
831K



Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina'Trentai Singko Na Liheslaturan Guahan*



October 30, 2019

**MEMORANDUM**

**TO:** All Senators, Media, and Stakeholders

**FROM:** Speaker Tina Rose Muña Barnes

**SUBJECT:** SECOND NOTICE OF PUBLIC HEARING – MONDAY, NOVEMBER 4<sup>TH</sup>, 2019

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	zpangelinan@gmail.com

Updated as of 8/6/19



Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina'Trentai Singko Na Liheslaturan Guahan*



# AGENDA

Monday, November 4, 2019  
Confirmation and Public Hearing

- Appointment of **John A. Smith** as Member of the Civil Service Commission; to serve a term of six (6) years.
- Appointment of **Anthony P. Benavente**; as a Member of the Civil Service Commission; to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025).
- Appointment of **David N. Sanford**; as a member of the Board of Trustees Government of Guam Retirement Fund (Private Sector Representative); to serve a term of five (5) years; to fill the expired term of Gerard Cruz.

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Phone: (671)477-2520/2521 / Email: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) / Website: [www.guamlegislature.org](http://www.guamlegislature.org)





# TINA ROSE MUÑA BARNES

Chairperson

Committee on Public Accountability, Human Resources, and the Guam Buildup

Public Hearing

Monday, November 4, 2019, 10:30AM

I Liheslaturan Guåhan, Public Hearing Room

Appointment of **Anthony P. Benavente**, as member of the Civil Service Commission, to serve a term length of six (6) years; to fill the expired term of Julie L. Quinata.

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
Priscilla T. Purcell	CSC		✓	✓		4775118
Juan K. Calvo	^	✓	✓	✓		483-8117
Emilia F. Rice	^			✓		777-4190
David Leon Guerrero	CSL	✓	✓			777-0054
Anthony P. Benavente	CSC	✓	✓			689-7289
Sus R BAZA	CSC	✓	✓	✓		488-0827
Eric Miller	CSC			✓		
Roland Fernandez	CSC			✓		647-1855





**LOURDES A. LEON GUERRERO**  
Governor

**JOSHUA F. TENORIO**  
Lieutenant Governor

**CIVIL SERVICE COMMISSION**  
*Kumision / Setbision Sibit*  
**GOVERNMENT OF GUAM**  
*I Gobietnon Guahan*  
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**DANIEL D. LEON GUERRERO**  
Executive Director

November 4, 2019

The Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
*I Mina 'trentai Singko Na Liheslaturan Guahan*  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96932

Re: Testimony in Support for the Legislative Confirmation of Mr. Anthony P. Benavente  
as Commissioner for the Civil Service Commission

*Hafa Adai:*

Honorable Madame Speaker Tina Muna Barnes, and distinguished Senators of the Committee on Public Accountability, Human Resources, and the Guam Buildup.

I am here to testify in favor of the appointment of Mr. Anthony P. Benavente to the Civil Service Commission Board. The *Maga'hagan Guahan*, Lourdes A. Leon Guerrero, appointed Mr. Anthony P. Benavente to serve as member of the Civil Service Commission Board. Mr. Benavente's appointment is a testimony of his work experience in the human resources field in both the government, and in the public sector and a validation to his performance, and commitment.

Mr. Benavente worked for the Human Resources Division, Department of Administration as an Employment Management Labor Relations Officer for 19 years; Human Resources Administrator, Guam Community College for 5 years; Human Resources Director, Stay Well Insurance for 9 years; and Human Resources Manager for IT&E/IP& for 19 years.

Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
Re: Testimony in Support of Anthony P. Benavente  
as Commissioner for the Civil Service Commission  
November 4, 2019  
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Mr. Benavente earned a Bachelor's Degree from the University of Guam in Public Administration. He received training in Labor Contract Negotiations, Labor Management Relations, EEO, Fair Labor Standards, ADAA, Labor Laws, and HIPPA. His many accomplishments include a Professional Human Resources-Certified, Awarded Doc Sanchez Scholarship, a member of the National Society for Human Resources Management, and a member of the Guam Chapter, Society for Human Resources Management.

I also had the opportunity to work with Mr. Benavente at the time he was employed with the Human Resources Division of the Department of Administration. Based on our interaction, I can affirm that Mr. Benavente exhibited fine qualities of an excellent employee. He possess a strong work ethics, dependable, positive attitude, self-motivated, and team oriented.

It is a "win-win" for the government and the community for such an exceptional and qualified candidate to serve as a Commissioner to the Civil Service Commission. I most definitely support Mr. Benavente's confirmation as Commissioner to the Civil Service Commission. He will be a truly positive contributor to our mission.

*Un Dangkolo Na SI Yu'os Ma'ase!*

  
Daniel D. Leon Guerrero  
Executive Director, Civil Service Commission

cc: Luis R. Baza, Chairman Civil Service Commission  
Juan K. Calvo, Vice-Chairman, Civil Service Commission  
Anthony P. Benavente

November 4, 2019

The Honorable Tina Muna Barnes  
Speaker, 35th Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96932

Re: Nomination of Anthony P. Benavente to the Civil Service Commission Board

Honorable Madame Speaker Tina Muna Barnes, and distinguished Senators of the Committee on Public Accountability, Human Resources, and the Guam Buildup. Buenas and Hafa Adai.

Thank you for holding this hearing on my appointment to the Civil Service Commission Board. I would like to extend my gratitude to Governor Lourdes A. Leon Guerrero; the Civil Service Commission Chairperson, Mr. Luis R. Baza; Vice-Chairperson, Mr. John K. Calvo; and Mr. Daniel D. Leon Guerrero, CSC Executive Director for their confidence and support.

I am deeply honored to be appearing here today before this Committee. I am hopeful that with my training and background in human resources, you will consider my appointment as a positive and valued addition to the Civil Service Commission Board. I am very happy to say that I have the approval and full support of my loving wife Patricia to do this.

In a nutshell without restating what you already have in my nomination and appointment information, I believe that I have the pertinent knowledge to be a positive contributor to the CSC Board. I will rely on my experience in human resource working for large organizations in both the public and private sector and especially at the Department of Administration where I had the privilege to work with the Civil Service Commission staff and leadership on fundamental issues.

Over my career, I believe that I have demonstrated strong work ethics and a commitment to uphold ethical and professional standards in human resource. I advanced my mastery in the practice of human resource management through testing and passing a professional human resource certification program and subsequently receiving a PHR designation. I maintained my membership with the Society for Human Resource Management (SHRM) at the national level and Guam Chapter, participated in the annual SHRM conferences, and supplemented my professional growth with trainings in a variety of HR subjects annually. If confirmed, I will try in every way to justify the support and faith given me.

In keeping with this brief introduction, it is my pleasure to answer your questions for me regarding this appointment.

Thank you again for giving me this opportunity and I look forward to your favorable consideration.

Yours truly,



ANTHONY P. BENAVENTE

Nominee

cc: CSC Chairperson, Luis R. Baza  
CSC Vice-Chairperson, John K. Calvo  
CSC Executive Director, Daniel D. Leon Guerrero

Honorable Tina Muna Barnes  
Speaker  
Thirty-Fifth Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96910

November 4, 2019

Re: Appointment of Mr. Anthony P. Benavente to serve as a member of the  
Civil Service Commission

Dear Madam Speaker, Senators and Members of the Committee on Public Accountability,  
Human Resources and the Guam Build Up:

I, as well as other Commissioners of the Civil Service Commission, are again very  
delighted with the appointment of Mr. Benavente. As you are well aware, the Civil  
Service Commission plays a vital role in managing the merit system of the government of  
Guam. We take our role and responsibilities seriously and have spent many long hours  
going over the matters presented before us. A full complement of board members has  
always been helpful in the discussions of the issues and coming to a vote. This  
appointment will complete our 7<sup>th</sup> Board Member of the CSC ... and I want to "Thank"  
Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio for Mr. Benavente's  
appointment and their support to the Civil Service Commission and their drive for  
supporting the Merit System in our Government.

The nomination of Mr. Benavente to the Civil Service Commission is again one of those  
appointments that is an excellent fit. Mr. Benavente brings to the table his educational  
experience (BA in Public Administration) with vast experience as a Human Resources  
Practitioner with the Department of Administration's Employee Management Relations  
Office and Human Resources Manager for GCC, until he retired after 24 years of public  
service. Thereafter, Mr. Benavente worked as an HR Manager for Stay Well Insurance  
Company and ITE/IPE with a total of 28 years in the Private Sector. Thus, with his  
personnel related experiences, he understands that there are times that there is a need to  
ensure discipline in the workplace, while ensuring that personnel matters are handled  
correctly.

I would like to strongly recommend Mr. Anthony P. Benavente to you for your kind  
consideration to be the next Civil Service Commissioner.

Therefore I, as well as other Commissioners of CSC wholeheartedly endorse Mr.  
Benavente's appointment. Thank you and Si Yu'os Ma'ase!

Sincerely,



LUIS R. BAZA  
Chairman  
Civil Service Commission

November 4, 2019

The Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
I Mina Trentai Sinko Na Lehislatura Guahan  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96932

**Re: In Support of Confirming Mr. Anthony P. Benavente (“Tony”) as a Board Member with Civil Service Commission**

***Buenas yan Saludo,*** Madam Speaker, Senators and Members of the Committee on Public Accountability, Human Resources and the Guam Build Up.

Our Governor, Lou Leon Guerrero and Lt. Governor, Josh Tenorio, had appointed Mr. Anthony P. Benavente as a Board Member with the Civil Service Commission to fill the last vacant position as required by law. The Civil Service Commission is composed of 7 board members with 4 affirmative votes to hear and adjudicate administrative cases. If Tony is confirmed by our 35<sup>th</sup> Guam Legislature, all pending and future cases will be address immediately because the four (4) affirmative votes would be secured.

Tony and I worked together at the Department of Administration, Human Resources Division for over 13 years. While I was supervising Classification and Compensation Branch, Tony was overseeing the mission, mandates and function of Employee – Management Relations Branch. Tony is very knowledgeable in Human Resources personnel rules and regulations, laws and policy and procedures. Thereafter, Tony applied and was promoted to a vacant position, Personnel Services Administrator at Guam Community College (“GCC”). After working for GCC for several years, he subsequently retired with the Government of Guam. After his retirement, Tony pursued his dream of working with private firm landing himself as Chief Human Resource at Stay Well Insurance Company for several years and finally retired.

Tony is ready, willing and able to be a member with the Civil Service Commission. With his human resources background both public and private, civil service employees and management would continue receiving a fair and balance decision making process as mandated under the Merit System. I therefore, support the confirmation of Anthony P. Benavente as a Board Member of Civil Service Commission. ***Sen Dangkulo na Si Yu’us Ma’ase.***

***Senseramente,***

**JUAN K. CALVO**



Speaker's Office <speaker@guamlegislature.org>

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## Written Testimonies of John Smith and Anthony Benavente as CSC Board

1 message

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**Juan Calvo** <jkcalvo1@yahoo.com>

Mon, Nov 11, 2019 at 12:19 PM

To: Speaker's Office <speaker@guamlegislature.org>

Hafa Adai! Amanda,

As requested, attached is the written testimonies in support of the subject nominees for CSC Board before the Speaker and Committees.


Any questions on the matter, feel free to call on me at 483.8117 or email me at jkcalvo1@yahoo.com.

Adios

jkcalvo

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### 2 attachments

 **Tony Benavente.docx**  
16K

 **john smith-csc.docx**  
15K



Office of the Speaker

## TINA ROSE MUÑA BARNES

*I Mina'trentai Singko Na Liheslaturan Guåhan*

Committee on Public Accountability, Human Resources, and the Guam Buildup

### COMMITTEE REPORT DIGEST

#### I. OVERVIEW

The Committee on Public Accountability, Human Resources, and the Guam Buildup convened a public hearing on Monday, November 4, 2019 beginning at 10:30AM in *I Liheslatura's* Public Hearing Room. Items on the Agenda was the consideration of the appointment of Anthony Perez Benavente to serve as a Member of the Civil Service Commission and whose appointment history is as follows:

- Appointed by *I Maga'hagan Guahan* on October 14, 2019 to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025).
- Appointment packet forwarded to *I Liheslatura* on October 14, 2019.
- Appointment packet forwarded to this committee for public consideration on October 15, 2019.

#### Public Notice Requirements

Public Hearing notices were disseminated via e-mail to all senators and all main media broadcasting outlets on Friday, October 25, 2019 (5-Day Notice), and again on Wednesday, October 30, 2019 (48-Hour Notice).

#### Senators Present

Senator Kelly G. Marsh (Taitano), Ph.D., Vice Chairperson

#### II. SUMMARY OF TESTIMONY & DISCUSSION

The public hearing was called to order at 10:35 AM. Acting Chairperson Senator Kelly Marsh (Taitano) presented the agenda items that would be heard during the hearing. The appointment of Anthony Perez Benavente to serve as a Member of the Civil Service Commission was the second item on the agenda.

**Senator Marsh (Taitano):** Okay, let's go ahead and start our hearing for Mr. Anthony P. Benavente as a member of the Civil Service Commission. I see many of the people here to testify, maybe I went ahead of myself by excusing you, because you're coming right back. So, I appreciate your being here to also testify for Mr. Benavente.

So some of the people are here in support and several here are here to provide written testimony, so for those that are providing written testimony from Mr. Benavente, I'll read the names and those that are going to be testifying if you can now, I feel kind of badly that I sent you back, but if you can come sit forward – Miss. Priscilla Tuncap, Juan Calvo, Amelia rice,



Daniel Leon Guerrero, Anthony Benavente, Luis Baza and then we have a couple who are here for support, Mr. Eric Miller and Roland Ferejan.

But so in the order of this sign-up sheet we have Mr. Juan Calvo signed up first, so if you could go ahead and begin your testimony and then start by stating your name and then moving on to the testimony.

**Juan Calvo, Vice Chairperson, CSC:** *Si yu'os ma'ase* Vice Speaker Senator Taitano. My name is Juan K. Calvo here in support of confirming Mr. Anthony P. Benavente also known as Tony, I call him Ton, as a board member with the Civil Service Commission. *Buenas* and (Filipino word). *Please see attached written testimony.*

**Senator Marsh (Taitano):** It's good to hear that we have the potential to getting the Commission fully embattled giving you really the tools necessary, so that is very good to hear and Mr. Benavente if he moves forward would be just the person to do that and it is good to hear of his Human Resources background, I think, that's very important that we have a variety of background. Mr. Smith previously has more managerial background to my understanding and then here we have the Human Resources side, so I think this gives us the diversity on the Commission to understand the many issues that are involved in some of these what are probably complex cases and of course, working towards a fair and balanced decision is absolutely what we want to be having occur with these sorts of cases and *Saina Ma'ase* Mr. Benavente for considering this position while you've been retired. They often say that once one retires you're actually even busier than when you used to work so hopefully we'll will be fair to you but we thank you very much for considering spending some of your time that way. We'll now go ahead and move on to Mr. Leon Guerrero. If you could start by stating your name again.

**Daniel Leon Guerrero, Director, CSC:** *Håfa adai*, my name is Daniel Leon Guerrero. I'm the Executive Director of the Civil Service Commission and here to testify for the appointment of Mr. Anthony Benavente. *Please see attached written testimony.*

**Senator Marsh (Taitano):** *Hagu Mase.* So, it's I must say Mr. Benavente, *Saina Ma'ase* for accepting with such enthusiasm as Mr. Leon Guerrero expressed absolutely is absolutely wonderful, I am sure. So, I thank you for that and to hear Mr. Leon Guerrero described you as exceptional. Definitely going through your application, you're extremely well qualified we see with a lot of training and a lot of experience, a lot of background, so those all work very much in your favor. So with that we'll go ahead and move on to Mr. Baza if you could start by stating your name.

**Luis Baza, Chairperson, CSC:** *Buenas!* Good morning Miss Madam Speaker thank you for giving me the opportunity to testify for the appointment of Tony Benavente. Again, on behalf of the Governor of Lou Leon Guerrero and Lieutenant Governor Josh Tenorio, this is the seventh member and this will actually conclude, you know our seven seats that we have in the

Civil Service Commission. It's important to have seven people in there. My Vice Chairman is saying you know sometimes when there's only four or five of us.

You know when you're trying to defend your case you need to get a little worried, because you know there's a lot that's a burden of burden of proof is on either the government or the employee. You need to have four votes so having seven sit in these hearings are very good for us. I know Tony Benavente for a long time actually you know he used to be the employment relations officer for the Department of Administration and in that area, he handles actually grievances, adverse action, discrimination, anything and everything under the Sun that deals with employee management relationship, you know we have these problems in the government especially in the grievances processes, so Tony will give advisory and DOA is one of the biggest government agency HR office that deals with, I think, 51 departments maybe less but aside from the autonomous agencies he's handling all of that.

So when 20 moved to GCC you know he became the HR manager up there and he actually applied his know-ho. You know GCC and educational institution GCC and UOG are very interesting breed of company the department's, because the Commission cannot handle academic and administrative positions you know they only handle classified position. So those jobs are actually so called "at-will unclassified".

They are their own board but the classified employees does we have jurisdiction for them so it's interesting of his knowledge that he can actually work with the people that don't have the merit principles that they come to us to hear go so board then when he retired and he moved to StayWell and ITE/IPE and he became an HR manager there to.

So, Tony with I think over 20 years in the private institution, so he's got a feel of at-will provision versus merit system, because in government your merit system in private you have at will. At will means that if you blink at me or if you look at me and you don't like me I justify I can fire you anytime but I believe with Tony and his understanding of merit system because I did it in the private institution from government to private you know I actually try to apply a progressive disciplinary action and a merit system although I can fire you anytime, but we apply that so that there's fair and equitable action taken against employees just don't fire them, because you don't like how they look.

Tony applied those same principles in the private institution because he's trained. In the Government of Guam is very complex got a lot of laws, rules and regulations that you follow. He takes that to the private institution and you can win the war man. You know, I did it and he did it to. You know so with all of his experience and training and coming into the Civil Service Commission to hear these cases is actually not going to be very hard for him because he understands.

He hears people and I've never worked with Tony because this is going to be his first appointment but I believed that with his knowledge skills and abilities he can apply it when

**Senator Marsh (Taitano):** And so if you, if you determined that there were any conflict of interest do you feel comfortable with understanding how in and rescuing yourself.

**Anthony Benavente:** Yes, absolutely

**Senator Marsh (Taitano):** Yeah, very good. The other question that I have and again it seems that some of the process is already going on about reviewing the Commission itself. Things that could be strengthening, it perhaps some of the things that could be strengthening the government employment conditions, is there anything that comes to mind at this point in time with the general government conditions that you think might be important for the Commission to explore?

**Anthony Benavente:** Yeah, basically you know like any private citizen I read the paper I hear the cases that are published in the paper and sometimes you know, I try to reserve judgment on these things I do have my personal you know feelings about these things, but then again you know I don't see the facts I don't know what the commissioners go through when they look at these cases.

And that's one of the things again and accepting this appointment is that it's going to be challenging it's not going to be easy and I know these commissioners when they do go out in public sometimes when they do they render are not an unpopular decision that I'm sure they look at them personally, maybe you know personally attack them verbally, maybe, and that's something that I have to you think about when I do, you know, join with the committee, I mean the commissioners, but in regards to changes I think recommendations, you know the 60 day rule I just understand that that was increased to 90 day.

Although, I have my own personal feelings about that if you provide training proper training to managers you know it doesn't really matter how many days you have to bring your case forward as long as you know what you need to do but I just underst- you know from Mr. Baza that law has changed to 90 day, I think it doesn't relieve us from making sure that we train our - the government of Guam managers, because no matter how many days you put if they are not aware of it and they don't follow it it's still going to be an issue with the Civil Service Commission in terms of merit hearing the merit of the cases of you violate. There are the policies.

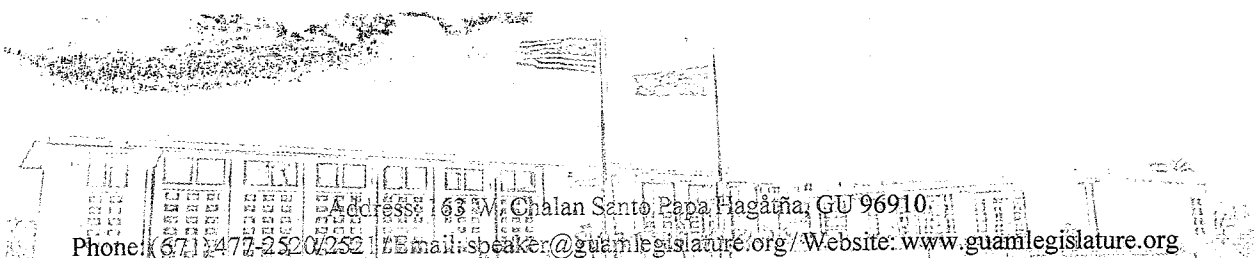
**Senator Marsh (Taitano):** *Si yu'os ma'ase* for your thoughtful answer and you're right a lot of which are going to be dealing with our facts that most of us don't know and they're going to be very important in helping you determine the appropriate course of action and that some of them if not all of them are going to be hard decisions just because of the nature of them and I like hearing about the preventative approach of making sure we're trying to work to make sure that training is happening. I think along the same lines as you do is that by making sure that we're doing due diligence and providing that training we're better protecting people from ~~to top down~~ the bottom up whichever way you look at it, so that they have the information and the tools to carry out hopefully good decisions and good actions and that the

employees the staff can be being protected in that way so definitely I think that we all need to remain on the alert for how we can be continuing to improve the training that we're providing to everybody within the Government.

So if there are no other testimonies or statements I'll go ahead and this time for real you get to leave the table and not be called back. Thank you again so much for your time this morning it's been very important to hear and it will be very helpful as people determine the nominations of Mr. Smith and Mr. Benavente, so we'll take just a brief recess to help everybody get organized. The time is now 11:26 and then we'll just gather everybody together in just a minute or two. *Saina Ma'åse.*

### III. FINDING & RECOMMENDATIONS

The Committee on Public Accountability, Human Resources, and the Guam Buildup hereby reports out the nomination of Mr. Anthony Perez Benavente to serve as a Member of the Civil Service Commission with the recommendation TO DO CONFIRM.





Office of the Speaker

**TINA ROSE MUÑA BARNES**

*I Mina'trentai Singko Na Liheslaturan Guåhan*

Committee on Public Accountability, Human Resources, and the Guam Buildup

**COMMITTEE VOTING SHEET**

Nomination of Anthony P. Benavente; to serve as a Member of the Civil Service Commission; to fill the expired term of Julie L. Quinata (October 1, 2019 – September 30, 2025)

	SIGNATURE	TO DO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
<b>TINA ROSE MUÑA BARNES</b> Speaker Chairperson		✓				
<b>KELLY G. MARSH (TAITANO), PH.D.</b> Vice Chairperson		✓ 11/06/19				
<b>TELENA CRUZ NELSON</b> Vice Speaker Member						
<b>AMANDA L. SHELTON</b> Legislative Secretary Member		✓ 11/6/19				
<b>RÉGINE BISCOE LEE</b> Member						
<b>JOE S. SAN AGUSTIN</b> Member		✓ 11/06/19				
<b>THERESE M. TERLAJE</b> Member						
<b>CLYNTON E. RIDGELL</b> Member				✓ 11/06/19		
<b>JOSE T. TERLAJE</b> Member						
<b>SABINA FLORES PEREZ</b> Member				✓ 11/6/19		
<b>WILLIAM M CASTRO</b> Member		✓ 11/06/19		✓ 11/06/19		
<b>LOUISE B. MUÑA</b> Member		✓ 11/6/19				
<b>TELO TAITAGUE</b> Member		✓ 11/6/19				
<b>JAMES C. MOYLAN</b> Member				✓ 11/06/19		
<b>MARY CAMACHO TORRES</b> Member				✓ 11/06/19		