

*I Mina Trentai Kadtro Na Lihelaturan Gudhan*  
**APPOINTMENTS**


DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	CMTE REFERRED	DATE REFERRED	PUBLIC HEARING DATE	CMTE REPORT FILED	DATE CONFIRMED	NOTES
35GL-19-0087	Daniel Leon Guerrero	Director	Civil Service Commission	1/29/19	To serve at the pleasure of the Governor	Committee on Public Accountability, Human Resources, and the Guam Buildup	1/31/19	2/11/19 2:30 p.m.	2/14/19 4:27 p.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

February 14, 2019

The Honorable Amanda L. Shelton   
Acting 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 Daniel Leon Guerrero; Executive Director, Civil Service Commission**

Dear Acting Chairperson Shelton:

Transmitted herewith is the Report of the Committee on Public Accountability, Human Resources, and the Guam Buildup on the appointment of Daniel Leon Guerrero, Executive Director, Civil Service Commission


Committee votes are as follows”

- 9   TO CONFIRM
- 0   TO NOT CONFIRM
- 0   TO REPORT OUT ONLY
- 0   TO ABSTAIN
- 0   TO PLACE IN INACTIVE FILE

2019 FEB 14 PM 4:27 

*Si Yu'os Ma'åse',*

  
**TINA ROSE MUÑA BARNES**  
Chairperson

**RECEIVED**  
FEB 14 2019  
  
COMMITTEE ON RULES  
2pm.



*Office of the Speaker*

**TINA ROSE MUÑA BARNES**

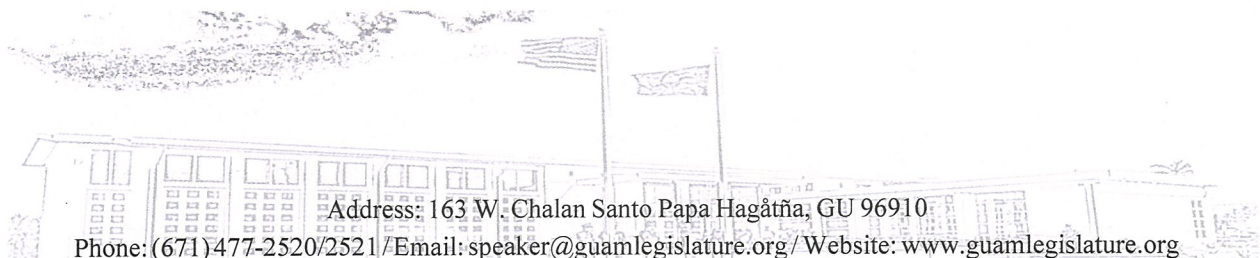
*I Mina'trentai Singko Na Liheslaturan Guahan*

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

## COMMITTEE REPORT

### **Nomination of Daniel Leon Guerrero**

As the Executive Director of the Civil Service  
Commission to serve for a term length at the pleasure of  
the Governor



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 Guahan*

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 Daniel Leon Guerrero**

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Transmitted herewith for your consideration is the Committee Report on the appointment of Daniel Leon Guerrero to serve as the Executive Director of the Civil Service Commission

This report includes the following:

- Copy of COR Referral of the Appointment
- Copy of the Appointment Letter to the Speaker
- Copy of the Appointment Packet & Supporting Documents
- Notices of Public Hearing
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Submitted Written Testimonies 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 Amanda L. Shelton,  
Vice Chairperson

Speaker Tina Rose Muña Barnes,  
Member

Vice Speaker Telena Cruz Nelson,  
Member

Senator Kelly Marsh (Taitano), Ph.D.,  
Member

Senator Sabina Flores Perez,  
Member

Senator Clynton E. Ridgell,  
Member



**COMMITTEE ON RULES**  
**SENATOR RÉGINE BISCOE LEE, CHAIR**  
**I MINA 'TRENTAI SINGKO NA LIHESLATURAN GUÅHAN**  
**35<sup>TH</sup> GUAM LEGISLATURE**

January 31, 2019

Senator Joe S. San Agustin,  
Member

Senator Jose T. 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 Julian Aguon**  
Legislative Legal Counsel

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

**Re:** **Referral of Appointment**

*Buenas yan Háfa adai.*

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

**Appointee:** **Daniel Leon Guerrero**  
**Position:** **Executive Director, Civil Service Commission**  
**Term Length:** **To serve at the pleasure of the Governor**

The appointee's nomination packet may be referenced in the Guam Legislature's website at [http://guamlegislature.com/35th\\_mess\\_comms.htm](http://guamlegislature.com/35th_mess_comms.htm). Please refer to the following document:

**"35GL-19-0087- Office of the Governor of Guam - Appointment and Supporting Documents for Daniel Leon Guerrero, Executive Director, Civil Service Commission."**

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

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

Thank you for your attention to this important matter.

Respectfully,

**Senator Régine Biscoe Lee**  
Chairperson, Committee on Rules

UFISINAN I MAGA'HÅGA  
OFFICE OF THE GOVERNOR



LOURDES A. LEON GUERRERO  
MAGA'HÅGA • GOVERNOR

JOSHUA F. TENORIO  
SIGUNDO MAGA'LÅHI • LIEUTENANT GOVERNOR

January 29, 2019

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

**RE: Cabinet 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:	Daniel Leon Guerrero
POSITION:	Executive Director, Civil Service Commission
TERM LENGTH:	<b>To serve at the pleasure of the Governor</b>

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

*Senseramente,*

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

356-19-0087  
SPEAKER Tina Rosalinda Barnes  
**RECEIVED**  
DATE: 1/30/19  
3:32P  
2019 JAN 30 PM 4:33  
m

0087

UFISINAN I MAGA'HÅGA  
OFFICE OF THE GOVERNOR

LOURDES A. LEON GUERRERO  
MAGA'HÅGA • GOVERNOR



JOSHUA F. TENORIO  
SIGUNDO MAGA'LÅHI • LIEUTENANT GOVERNOR

January 17, 2019

Daniel Leon Guerrero

**RE: APPROVAL OF APPOINTMENT TO THE POSITION OF EXECUTIVE DIRECTOR**

Dear Mr. Leon Guerrero:

I am in receipt of the order of the Civil Service Commission dated January 17, 2019 appointing you as Executive Director on my recommendation. Pursuant to my authority under 4 GCA § 4405(a), I hereby approve your appointment.

Your appointment 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, which will be further described by the Commission 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.

*Senseramente,*

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



**BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS**



**IN THE MATTER OF:**

**THE SELECTION OF THE  
EXECUTIVE DIRECTOR OF  
THE CIVIL SERVICE  
COMMISSION.**

**ORDER AFTER HEARING**

This matter came on to be heard the 15<sup>th</sup> day of January 2019 regarding the selection of an Executive Director for Civil Services Commission. The board having been advised that the Governor indicated a preference to hire Daniel D. Leon Guerrero, and the board being advised by the Chairman of Mr. Leon Guerrero's excellent qualifications, the Commission voted 4 to 0 to select Daniel D. Leon Guerrero as the Executive Director of the Civil Service Commission

SO ORDERED THIS 17 day of January 2019.

  
\_\_\_\_\_  
**LUIS R. BAZA**  
Chairperson

  
\_\_\_\_\_  
**LOURDES HONG SEE**  
Vice-Chairperson

  
\_\_\_\_\_  
**PRISCILLA T. TUNCAP**  
Commissioner

  
\_\_\_\_\_  
**JOHN SMITH**  
Commissioner

(Absent)  
\_\_\_\_\_  
**CATHERINE GAYLE**  
Commissioner

**ORDER AFTER HEARING**  
*Selection of the Executive Director of the 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 *I Liheslaturan Guåhan* in accordance with Title 4, Guam Code Annotated Section 2103

**NOMINEE INFORMATION**

<b>Last Name</b> LEON GUERRERO	<b>First Name</b> DANIEL	<b>Middle Initial</b> D.
<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> Executive Director, 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> George Washington High School Mangilao, Guam		High School Diploma	1971
<b>College</b> University of Guam, Mangilao, Guam San Jose State University, California	1971 -1975 1976-1977	Bachelors Degree - Political Science	1977
<b>Graduate School</b>			C
<b>Other Degree</b>			

### EMPLOYMENT HISTORY

<b>Name of Present/Last Employer and Mailing Address</b> Civil Service Commission Government of Guam	<b>Position Title</b> Personnel Mgt. Analyst, III
	<b>Dates Held</b> 09/2009

<b>Previous Employer and Mailing Address</b> Department of Administration HR Division, Recruitment Branch Government of Guam	<b>Position Title</b> Recruitment Branch Sup, (PM Analyst, III)
	<b>Dates Held</b> 2/2007 - 8/2009

<b>Previous Employer and Mailing Address</b> Department of Administration HR Division, Regulator & Compliance Branch	<b>Position Title</b> Reg Compliance Sup, (PM Analyst III)
	<b>Dates Held</b> 2/2006 - 2/2007

<b>Previous Employer and Mailing Address</b> Civil Service Commission Government of Guam	<b>Position Title</b> Personnel Mgt Analyst, III
	<b>Dates Held</b> 5/1989 - 1/2006

<b>Previous Employer and Mailing Address</b> Jose D Leon Guerrero Commercial Port Human Resources Division	<b>Position Title</b> Personnel Specialist III
	<b>Dates Held</b> 9/1980 - 4/1989

### PRIOR GOVERNMENT OF GUAM SERVICE

<b>Agency or Department Name</b> ( See the above Employment History)		<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>
Personnel Management Training	8/1978
How to Comply with Governmental Guidelines	11/1980
Administrative Hearing Course	8/1993
Basic and Advanced EEO Topics	2002

**AWARDS**

<b>List all educational, professional, civic awards, and recognition for public service:</b>
Outstanding Work Center Certificate, 1981 Certificate of Successful Year, 1982 Employee of the Year, 1983 Meritorious Step Increase Award for Outstanding Performance, 1983, 1983, ,2005 and 2008 Special Achievement Award 2009

**PROFESSIONAL INVOLVEMENT**

<b>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</b>
Civil Service Commission Board Member served as a Commissioner, Vice Chairperson and Chairperson Feb. 2010 - Dec. 2016 Project Coordinator Government of Guam Wide Classification & Compensation Project 2008 Steering Committee & Technical Support of the Hay Plan Government Wide Classification Study, Civil Service Commission 1990 Governor's Classification Survey Task Force 1977

### COMMUNITY / CIVIC INVOLVEMENT

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

FEMA Volunteer 1995  
Red Cross Volunteer 1992, 1995  
Guam Track & Field Association, Board Secretary 1995 - 1999  
Guam Running Club Member or and Secretary 1995 - 1999  
Track Running Official Micronesia Games 1999  
Certified IAAF Track Official 1995  
Catholicism Instructor, Saint Jude Church 1980

### PUBLICATIONS AND PRESENTATIONS

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

n/a

### MILITARY SERVICE (Please attach Form DD-214)

BRANCH	DATES OF SERVICE	RANK AT DISCHARGE	TYPE OF DISCHARGE
n/a			

### 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)

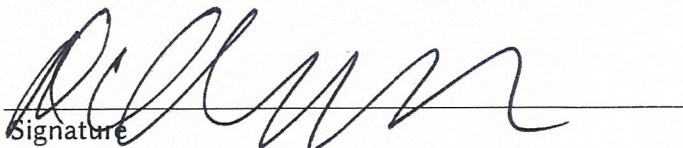
TO: The Honorable Lourdes A. Leon Guerrero  
Governor of Guam  
Ricardo J. Bordallo Governor's Complex  
Adelup, Guam 96910

FROM: Daniel D. Leon Guerrero

I have no financial interest in any business

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

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST

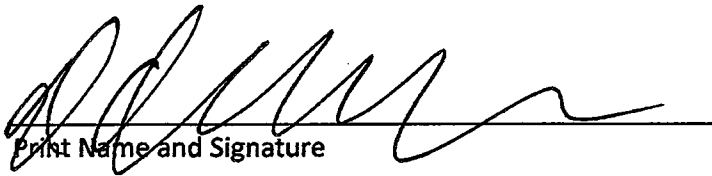
  
Signature

JAN. 16, 2019  
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.

  
Print Name and Signature

Jan. 16, 2019  
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: **DANIEL D LEON GUERRERO**

SS#:

ID# **GU DL#**

Date of Birth:

## 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 1 of 1

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

Dated: 01/09/2019

**DANIELLE T. ROSETE**  
Clerk of Court

BY: **EVAN L. TOPASNA**  
Deputy Clerk

Prepared By: **ET**



The absence of an original Court Seal invalidates this document





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



January 9, 2019

**SUBJECT: CRIMINAL HISTORY RECORD**

<b>NAME:</b>	<b>Daniel D. LEON GUERRERO</b>		
<b>DATE OF BIRTH:</b>		<b>FINGERPRINT#:</b>	<b>NONE</b>
	<b>The individual has no record of criminal conviction(s) in GPD files that are subject to Guam law and rules and regulations of the Department.</b>		

\*\*\*\*\*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: **BARBIE**

**STEPHEN C. IGNACIO**  
Acting Chief of Police

The absence of an original GUAM POLICE seal invalidates this police clearance.  
REVISED 01/06/19

**Daniel D. Leon Guerrero**

**RESUME**

November 2018



Citizenship: USA

**EDUCATION**

San Jose State University, San Jose, California  
B.A. Political Science, emphasis in Public Administration  
Minor Business Administration, Dean's List Spring Fall 1975

**WORK EXPERIENCES**

**Civil Service Commissioner**, Govt. of Guam Civil Service Commission, February 2010 – December 2016. Served as Commissioner, Vice Chairman and Chairman of the Civil Service Commission Board in the adjudication of employee appeals of adverse actions, grievances, personnel action appeals, political activity and other matters mandated by law, covering all Executive Branch departments agencies and autonomous entities.

**Personnel Management Analyst III**, Guam, Civil Service Commission, Sept. 2009. Reviews classified personnel transactions for compliance with regulations. Case Manager for employee appeals of adverse actions, grievances, personnel action, political activity. Provides advise and recommendations pertaining to appeal process operation procedures and policies.

**Recruitment Branch Supervisor**, Human Resources, Govt. of Guam Department of Administration. February 2007 – August 2009. Supervises recruitment staff and program to ensure proper consistent systematic rating is applied to ensure merit regulations are adhered. Advices servicing and guidelines to agencies and applicants of the recruitment process and settles disputes to ensure proper understanding and applications. Handles requests for above step recruitments, selective factors and related process. Researches and applies applicable military and veterans' preferences and EEO laws.

**Regulator and Compliance Supervisor**, Human Resources, Govt. of Guam, Department of Administration. February 2006 – February 2007. Manages the Regulatory and Compliance Program. Reviews, counsels and advises management on plan of actions, organizational charts, staffing pattern, operating personnel regulations, political activities, adverse action legal opinions and related work. Project Coordinator in the initial development phases of the Government of Guam Classification and Complementation Plan.

**Personnel Management Analyst III**, Classification and Pay Section, Guam Civil Service Commission. May 1989 – January 2006. Analysis and formulate recommendations on government-wide departmental and agency requests on all classification and pay matters,

prepares reports and justifies recommendations to the Civil Service Commission's approval or disposition. Case Manager for adverse action, ethics regulations, EEO appeals, grievances, classification and pay matters. Including the adjustment of the uniform pay schedule project to reflect USA national pay for Board approval. Project Coordinator- Classification & Pay Study. Member of the Steering Committee and the Classification Committee for the 1991 Hay Compensation Pay Plan. Instructor/ trainer Ethics and Sexual Harassment.

**Personnel Specialist III, Human Resources, J.D. Leon Guerrero Commercial Port. September 1980 – April 1989.** Manages the classification and pay program, reviews job applications to determine qualifications and ratings. Develops recruitment questioners and facilitates interviews of qualified applicants to ensure compliance with regulations and EEO laws. Formulated recommendations of the classification of positions, incorporated in the Port Pay Plan. Handled grievances, adverse actions, employee drug and related referral program, EEO appeals and other appeals. Collateral Duties: Developed the 5 and the 20-year capital improvement plans for the Commercial Port. Revised the Port Cargo Tariff for easy comprehension.

**Personnel Specialist I, II, Guam, Civil Service Commission. Aug. 1977 – Aug. 1980.** Formulated recommendations for Board approval classification, pay matters on the creation. Makes recommendations for position reclassifications and proper staffing. Reviews proposed personnel rules for Board approval. Case manager, adverse action appeals. Member of the Govt. of Guam Salary Survey Classification Task Force. CSC Energy Conservation Officer.

## **JOB RELATED TRAINING AND ACTIVITIES**

Salary Survey & Classification Recognition of Achievement, U.S, C.S C. 11/1977- 5/1978  
Personnel Management Training, 8/1978  
Report & Technical Writing, 5/1979  
Statistical Package for Social Science Training, 7/1979  
Supervisory Training, 10/1979  
Personnel Management, 10/1979  
Position Management, 10/1979  
How to Comply with Governmental Guidelines, 2/1980, 11/1980  
The Role of Supervisors in EEO, 1/ 1981  
Advanced Supervisory Training, 1/1982  
Facts about Drugs and Alcohol Abuse, 2/1982  
Basic Labor-Management Relations, 3/1982  
Introduction to Data Base III, April 1995  
Defensive Driving Workshop 2/1986  
Quality Circle Training 6/1987  
Position Classification and Management Course 12/1987  
Introduction to Management Analysis in Government 1/1988  
Administrative Hearing Course 8/1993  
Total Quality Leadership, 4/1994

Certificate of Completion, Advanced Work Perfect 2/1995  
Advanced Hay Guide Chart Training 11/1995  
Basic & Advanced EEO Topics 2000, 2002  
Compliance Training Fair Labor Standards Act & Child Labor Laws 4/2005  
Basic Training "Basic Boardman Skills" 8/2013

## **AWARDS**

Outstanding Work Center of the Month, Human Resources Division, Jose D. Leon Guerrero Commercial Port, October 1981.  
Employee of the Year (1983), Jose D. Leon Guerrero Commercial Port.  
Meritorious Step Increase Award, for Outstanding Performance, Jose D. Leon Guerrero Commercial Port, 1983.  
Meritorious Step Increase Award, Outstanding Performance. Civil Service Commission, October 1989.  
Meritorious Step Increase Award, Outstanding Performance, Civil Service Commission, March 2005.  
Meritorious Step Increase Award, Outstanding Performance, Human Resources, Department of Administration, March 2008.  
Special Achievement Award, Department of Administration, Human Resources, Department of Administration, January/2009.

## **PROFESSIONAL INVOLVEMENT**

Project Coordinator, Government of Guam Wide Classification and Compensation Project 2008.  
Steering Committee & Technical Support Committee member, Hay Plan Government Wide Classification and Compensation Project 1991.  
Project Coordinator, Comprehensive Classification & Compensation Study, Civil Service Commission, July 1990.  
Departhalon Coordinator for the Jose D. Leon Guerrero Commercial of Guam, 1984.  
Public Service Recognition for success of 3<sup>rd</sup> annual Magnificent Seven Program, May 1990.  
Governors Classification Survey Task Force Member, November 1977.

## **COMMUNITY INVOLVEMENT**

Sixth South Pacific Games Table Tennis Official 1999. FEMA Disaster Recovery Certificate of Appreciation for Exceptional Assistance Typhoon Paka December 1997. FEMA Volunteer 1997.  
Red Cross Volunteer, 1995. Guam Track & Field Association, Board Secretary 1995- 1999.  
Guam Running Club Member 1995- 2005, Track Official Micronesian Games 1994. Certified as an IAAF Track Official 1995. Volunteer Red Cross Member 1992. St. Jude Catechism Instructor 1980.



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

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**FIRST NOTICE OF PUBLIC HEARING – Monday, February 11, 2019 at 2:30pm**


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

Mon, Feb 4, 2019 at 4:13 PM

To: phnotice@guamlegislature.org, Clerks Office &lt;clerks@guamlegislature.org&gt;, MIS@guamlegislature.org,

sgtarms@guamlegislature.org, protocol@guamlegislature.org

Cc: Mary Fejeran &lt;maryfejeran@gmail.com&gt;, Alan Cepeda &lt;cepeda.alanj@gmail.com&gt;

Bcc: "Eric L." &lt;Eric.Plinske@grmc.gu&gt;, Nancy Tan &lt;ntan@moylans.net&gt;, Ianie Deliguin@centuryinsurancegroup.net,

Edward.Birn@doa.guam.gov, administration@gmha.org, jeffrey.sablan@dol.guam.gov, Greg Massey

&lt;greg.massey@dol.guam.gov&gt;, sci68@yahoo.com, shrm.guam.chapter@gmail.com, ddddlg53@gmail.com

February 4, 2019

**MEMORANDUM**

**TO: All Senators**  
**FROM: Speaker Tina Rose Muña Barnes**  
**SUBJECT: FIRST NOTICE OF PUBLIC HEARING – Monday, February 11, 2019**

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*Buenas yan Håfa Adai!* Please be advised that the Committee on Public Accountability, Human Resources, and the Guam Buildup will convene a Public Hearing on Monday, February 11, 2019 beginning at 2:30PM in *I Liheslaturan Guåhan*'s Public Hearing Room. The Committee will hear and accept testimony for following items on the Agenda:

- Appointment of **Daniel Leon Guerrero** as Executive Director, Civil Service Commission; to serve at the pleasure of the Governor
- **Bill No. 23-35 (COR)** - Telena Cruz Nelson  
AN ACT TO AMEND §4104(b) OF CHAPTER 4, TITLE 4 GUAM CODE ANNOTATED RELATIVE TO THE PREFERENCE POINTS ADDED TO APPLICANTS' SCORES UPON APPLICATIONS FOR EMPLOYMENT.'
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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'os Ma'åse'!*

--  
--**OFFICE OF SPEAKER TINA ROSE MUÑA BARNES**

*I Mina 'trentai Singko na Liheslaturan Guåhan*

35th Guam Legislature





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

T: (671) 477-2520/1

[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)

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**4 attachments**

-  **Bill No. 23-35 (COR).pdf**  
628K
-  **Doc. No. 35GL-19-0087.pdf**  
8997K
-  **Bill No. 30-35 (COR).pdf**  
133K
-  **First Notice of Public Hearing.pdf**  
833K



Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina'trentai Singko Na Liheslaturan Guåhan*

February 4, 2019

**MEMORANDUM**

**TO: All Senators**  
**FROM: Speaker Tina Rose Muña Barnes**  
**SUBJECT: FIRST NOTICE OF PUBLIC HEARING – Monday, February 11, 2019**

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*Buenas yan Håfa Adai!* Please be advised that the Committee on Public Accountability, Human Resources, and the Guam Buildup will convene a Public Hearing on Monday, February 11, 2019 beginning at 2:30PM in *I Liheslaturan Guåhan's* Public Hearing Room. The Committee will hear and accept testimony for following items on the Agenda:

- Appointment of **Daniel Leon Guerrero** as Executive Director, Civil Service Commission; to serve at the pleasure of the Governor
- **Bill No. 23-35 (COR)** - Telen Cruz Nelson  
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Speaker's Office <speaker@guamlegislature.org>

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## SECOND NOTICE OF PUBLIC HEARING – Monday, February 11, 2019

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Speaker's Office <speaker@guamlegislature.org>

Thu, Feb 7, 2019 at 9:33 AM

To: phnotice@guamlegislature.org, Clerks Office <clerks@guamlegislature.org>, MIS@guamlegislature.org, sgtarms@guamlegislature.org, protocol@guamlegislature.org

Cc: Mary Fejeran <maryfejeran@gmail.com>, Alan Cepeda <cepeda.alanj@gmail.com>

Bcc: "Eric L." <Eric.Plinske@grmc.gu>, Nancy Tan <ntan@moylans.net>, lanie\_deliguin@centuryinsurancegroup.net, Edward.Birn@doa.guam.gov, administration@gmha.org, jeffrey.sablan@dol.guam.gov, Greg Massey <greg.massey@dol.guam.gov>, Steve Ignacio <sci68@yahoo.com>, shrm.guam.chapter@gmail.com, Dan Leon Guerrero <dddlg53@gmail.com>, Marriessa Aguon <maguon@pacificindemnity.com>, rnartia@tokiomarinepacific.com, Jeff.Larsen@takecareasia.com, joey.sannicolas@gfd.guam.gov, fcampillo@calvos.com

February 7, 2019

### MEMORANDUM

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

**FROM: Speaker Tina Rose Muña Barnes**

**SUBJECT: SECOND NOTICE OF PUBLIC HEARING – Monday, February 11, 2019**

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*Buenas yan Håfa Adai!* Please be advised that the Committee on Public Accountability, Human Resources, and the Guam Buildup will convene a Public Hearing on Monday, February 11, 2019 beginning at 2:30PM in *I Liheslaturan Guåhan's* Public Hearing Room. The Committee will hear and accept testimony for following items on the Agenda:

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**OFFICE OF SPEAKER TINA ROSE MUÑA BARNES**

*I Mina 'trentai Singko na Liheslaturan Guåhan*

35th Guam Legislature

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


T: (671) 477-2520/1

[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)


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**4 attachments**

 **Second notice - February 11, 2019.pdf**  
901K

 **Bill No. 23-35 (COR).pdf**  
628K

 **Doc. No. 35GL-19-0087.pdf**  
8997K

 **Bill No. 30-35 (COR).pdf**  
133K



Office of the Speaker  
**TINA ROSE MUÑA BARNES**  
*I Mina'trentai Singko Na Liheslaturan Guåhan*

February 7, 2019

**MEMORANDUM**

**TO: All Senators, Media, and Stakeholders**  
**FROM: Speaker Tina Rose Muña Barnes**  
**SUBJECT: SECOND NOTICE OF PUBLIC HEARING – Monday, February 11, 2019**

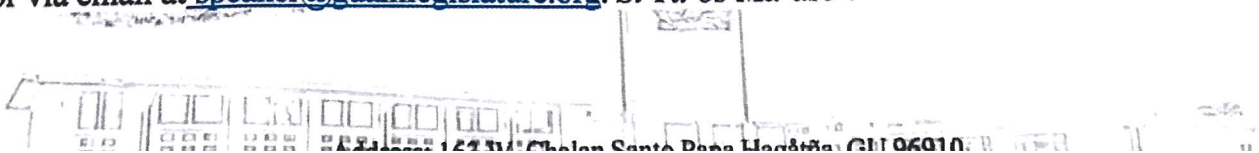
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Office of the Speaker

**TINA ROSE MUÑA BARNES**

*I Mina'trentai Singko Na Liheslaturan Guåhan*

# AGENDA

**Monday, February 11, 2019 – 2:30 pm**

- APPOINTMENT OF **DANIEL LEON GUERRERO** AS EXECUTIVE DIRECTOR, CIVIL SERVICE COMMISSION; TO SERVE AT THE PLEASURE OF THE GOVERNOR
- **BILL NO. 23-35 (COR)** - TELENA CRUZ NELSON  
AN ACT TO AMEND §4104(B) OF CHAPTER 4, TITLE 4 GUAM CODE ANNOTATED RELATIVE TO THE PREFERENCE POINTS ADDED TO APPLICANTS' SCORES UPON APPLICATIONS FOR EMPLOYMENT.'
- **BILL NO. 30-35 (COR)** - TINA ROSE MUÑA BARNES  
AN ACT TO ADD § 4302(F)(1) OF CHAPTER 4, TITLE 4, GUAM CODE ANNOTATED, RELATIVE TO REQUIRING THAT ALL PRIVATE HOSPITALS BE COVERED UNDER THE GOVERNMENT OF GUAM HEALTH INSURANCE CONTRACT.



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)



# TINA ROSE MUÑA BARNES

Chairperson

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

Public Hearing

Monday, February 11, 2019, 2:30pm

I Liheslaturan Guåhan, Public Hearing Room

APPOINTMENT OF DANIEL LEON GUERRERO AS EXECUTIVE DIRECTOR, CIVIL SERVICE COMMISSION; TO SERVE AT THE PLEASURE OF THE GOVERNOR

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
Priscilla T. Truncy	CSC			X		477-1118/647-1815
Rita Cruz	GPA			X		
Maria Manangan				X		
Jess BAZA	CSC	X	X	X		
Daniel LEON Guerrero	CSC					777-0054
Christine Muraña	CSC					647-1860
Juan Calvo	Public	X		X		483-8117
PAUL D LEON Guerrero	PROCURER	X				687-4029

1 out of 2



# TINA ROSE MUÑA BARNES

Chairperson

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

Public Hearing

Monday, February 11, 2019, 2:30pm

*I Liheslaturan Guåhan*, Public Hearing Room

APPOINTMENT OF DANIEL LEON GUERRERO AS EXECUTIVE DIRECTOR, CIVIL SERVICE COMMISSION; TO SERVE AT THE PLEASURE OF THE GOVERNOR

Name	Agency/ Organization	Oral Testimony	Written Testimony	Support	Not in Support	Contact Information
Rolando Ferrer	CSC			✓		647-1855/1853
Sen San Agustin	Guam Legislature					989-5445
Joanne Quinone	" "					989-5445

2 out of 2



**LOURDES A. LEON GUERRERO**  
Governor

**JOSHUA F. TENORIO**  
Lieutenant Governor

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

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



**DANIEL D. LEON GUERRERO**  
Executive Director, Acting

February 7, 2019

The Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96910

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

*Hafa Adai,*

Good afternoon Speaker Tina Muna Barnes, Vice-Speaker Telena Cruz Nelson, Legislative Secretary Amanda L. Shelton, Senator Kelly Marsh (Taitano), Senator Regine Biscoe Lee, Senator Joe S. San Agustin, Senator Therese M. Terlaje, Senator Clynton E. Ridgell, Senator Jose Terlaje, Senator Sabina E. Perez, Senator William M. Castro, Senator Louise B. Muna, Senator Telo Taitague, Senator James C. Moylan, and Senator Mary Camacho Torres.

Thank you for the invitation to testify in this historical legendary legislative building. I come before you to seek your advice and consent with humility and honor to serve as the Executive Director of the Civil Service Commission.

I earned a Bachelor of Science Degree in Political Science, and minored in Business from San Jose State University in 1977. My career with the Government of Guam extends for thirty-two (32) years in human resources with steadfast progress and dedication. I served in three Government of Guam organizations: the Civil Service Commission, the Jose D. Leon Guerrero Commercial Port, and the Human Resources Division of the Department of Administration. In addition, I also served over six (6) years as a Commissioner, Vice Chairman, and Chairman of the Civil Service Commission presiding over adverse action appeals, grievances, political activities, public employee protection act (aka Whistle Blower), post audit complaints, EEO appeals, and related matters.


The Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
February 7, 2019  
Page 2

It is my great honor and pleasure to serve as the Acting Executive Director of the Civil Service Commission. If confirmed, by the Legislature, I pledge that I will do my best to serve the people of Guam. This job comes with a great responsibility and demands unequivocal honesty and integrity which are the virtues that will be prioritized in the performance of my work. I will apply my depth of knowledge, experience, leadership, ethics, and impartiality in the performance of my duties and responsibilities. I am committed to obey and follow all regulations applicable to the Commission, and ensure fairness and justice to both management and the employees.

I will diligently work with the Civil Service Commission staff, Civil Service Commissioners, together with all government departments and agencies to ensure due process. Adhere to the time lines conditions recently established by Public Law 34-145 in handling adverse action appeals and grievances. It is my goal to ensure that more training is provided to improve the skills of the Commissioners, and staff to create a prestigious environment that will be of the highest caliber of the government.

In closing, pursuant to 4 GCA, *Public Officers & Employees, Chapter 4, Personnel Policies and Civil Service Commission, Article 4, Section 4405, Commission Staff*, the Civil Service Commission Board appointed me to service as Executive Director on January 15, 2019, and the Governor Lourdes A. Leon Guerrero approved my appointment on January 17, 2019. The 35<sup>th</sup> Guam Legislature's confirmation to appoint me to serve as the Executive Director of the Civil Service Commission is exclusively within your fundamental governance, and I humbly ask for the Legislature's advice and consent. Thank you for your consideration.

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

  
Daniel D. Leon Guerrero,  
Executive Director, Acting  
Civil Service Commission

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

February 11, 2019

Re: Nomination of Mr. Daniel D. Leon Guerrero to be the  
Executive Director for the Civil Service Commission

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

It is with great pleasure that I, Luis R. Baza, Chairman, along with the other Commissioners of the Civil Service Commission, recommend that Mr. Daniel D. Leon Guerrero serve as the next confirmed Executive Director of the Civil Service Commission.

As you are well aware, the Civil Service Commission plays a vital role in managing the merit system of the government of Guam. Mr. Leon Guerrero was a former Commissioner of the CSC ... who had taken his role and responsibilities seriously and who has spent many long hours going over the matters presented before us. As a former Commissioner, he brought to the table his knowledge and skills in the area of personnel management for the government of Guam and ensured that any decision made by him was in compliance with laws and rules and the facts presented by both parties.

As a former CSC Staff member, he applied merit principles and practices with respect to effective documentation; progressive disciplinary actions; effective communication and training in sexual harassment and the policy on Equal Opportunity Employment. His 32 years of service in combination, at the Port Authority of Guam, the Civil Service Commission, and the Department of Administration's HR Department ... his depth and breadth of knowledge, problem solving and accountability in personnel management and the "Hay Guide-Chart Profile Methodology" makes him highly qualified as an Executive Director for the CSC.

We again wish to reiterate that we fully support the nomination of Mr. Daniel D. Leon Guerrero to be the next Executive Director for the Civil Service Commission. We thank you for the opportunity to comment on Dan's nomination and hope for a quick approval from this body.

Sincerely,



LUIS R. BAZA  
Chairman  
Civil Service Commission



**Speaker Tina Rose Muña Barnes**

Date: February 11, 2019

Honorable Tina Muna Barnes  
Speaker, 35<sup>th</sup> Guam Legislature  
Committee on Public Accountability, Human Resources, and the Guam Buildup  
I Mina' trentai Singko Na Liheslaturan Guahan  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96910

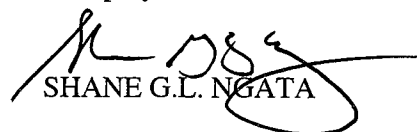
FEB 11 2019  
Time 10:38 AM ( ) PM  
Received By: Steph L

RE: Appointment and Confirmation of Daniel D. Leon Guerrero

Dear Speaker Barnes,

*Buenas yan Håfa Adai!* I would like to provide my full support and confidence in the appointment of Daniel D. Leon Guerrero to the position of Executive Director of the Civil Service Commission (CSC). I have known Mr. Leon Guerrero professionally since early 2006 when he began a short employment period at the Department of Administration (DOA). In working with Mr. LG, as I had previously called him, I was provided with a perspective on human resources in the government that aided me in understanding a lot of the historical context of how government of Guam personnel laws, rules, regulations, etc...had evolved over the decades. His experience in different capacities throughout government personnel gave him a unique perspective that only a few people in the government had. As an entry-level personnel staff, I learned a great deal of how personnel laws worked in line with the vast array of personnel rules, regulations, policies; and other guiding principles that we use today in our profession.

In his over 30 years of experience, Mr. LG has acquired knowledge and training that allowed him to serve on the CSC after his retirement from government service in late 2009. As a member of the CSC, the insight that he was able to provide was invaluable as he continued to serve the people of Guam through his tenure as a Commissioner. Now, appointed as the new Executive Director of the CSC, I am confident that his wisdom which he has attained from his many years of service will aid him in leading the CSC professional team in their duties. The highly qualified and capable team at the CSC will now have their one-time colleague and Commissioner as a guiding leader throughout his term as the CSC Executive Director. I trust that once the decision is made to confirm Mr. LG as Executive Director of the CSC, the agency will be in good hands. With his guidance and the direction together with the CSC Commissioners, I believe that the decisions made will be fair, impartial, and will be in accordance with all governing laws, rules, regulations, and policies. I look forward to once again working with Mr. LG, this time in his capacity as Executive Director of the CSC. He has my full support and confidence in his leadership of a critical agency for all government of Guam employees.

  
SHANE G.L. NGATA

**MARIE R. DIAZ**  
**P.O. BOX 2447 HAGATNA, GUAM 96932**  
**747-1010**

February 11, 2019

TO: The Committee on Public Accountability, Human Resources and the Guam Buildup

Reference: Appointment of Daniel Leon Guerrero as Executive Director, Civil Service Commission; to serve at the pleasure of the Governor.

*Buenas Yan Hafa Adai!* It is a blessing and honor indeed to support the appointment of Mr. Daniel Leon Guerrero as the Executive Director of the Civil Service Commission to serve at the pleasure of the Governor.

Mr. Leon Guerrero is exceptionally qualified to perform the duties and responsibilities as the Executive Director. He has over 32 years of related work experience that entail pertinent critical job elements in the performance of all assigned tasks within allotted timeframes and constraints. His qualifications and experiences bespeak of such an assertion and testimony.

He is extremely knowledgeable in all areas of personnel management and administration. He possesses the knowledge, abilities and skills that are requisite in meeting the goals and objectives of the Civil Service Commission. He had related work experiences as a Personnel Management Analyst for many years, and as a Civil Service Commission board member, respectively.

He possesses leadership skills that will help him motivate others to work harmoniously and amicably. He is humble, respectful, honest, fair, and will perform outstandingly in every regard.

In summation, I highly recommend Mr. Leon Guerrero as the Executive Director of the Civil Service Commission. I am grateful for the opportunity to be able to submit this testimony. I thank the Governor of Guam for her choice to have Mr. Leon Guerrero head the Civil Service Commission.

Respectfully,



**MARIE R. DIAZ**

cc: Mr. Daniel Leon Guerrero

Speaker Tina Muna Barnes  
35<sup>th</sup> Guam Legislature  
Guam Congress Building  
163 Chalan Santo Papa  
Hagatna, Guam 96910

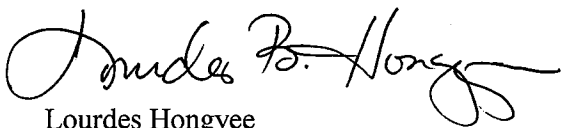
February 11, 2019

Hafa Adai Honorable Tina Muna Barnes and Senators.

I am writing this letter to ask that you approve the confirmation of Daniel (Dan) Leon Guerrero as Executive Director, Civil Service Commission. Dan has been in Human Resources for 32 years and continued his service after retiring, as a Civil Service Commission (CSC) board member for several years. Working closely with Dan as a commission member, I knew him to be a responsible, reliable, fair and impartial, and always prepared to meet the challenges in deciding the outcome of the CSC cases. With his vast knowledge in human resources and the Government of Guam Personnel Rules and Regulations, he will make an excellent Executive Director of Civil Service Commission.

In closing, I humbly request the confirmation of Daniel Leon Guerrero as Executive Director, Civil Service Commission so that the Department and staff could have a capable and knowledgeable leader to continue the outstanding services they provide to the employees of the Government of Guam.

Si Yu'os Ma'ase,



Lourdes Hongyee  
Vice-Chair, Civil Service Commission Board  
E-mail: [lourdes.hongyee@usw.salvationarmy.org](mailto:lourdes.hongyee@usw.salvationarmy.org)  
Ph.: (671)777-2781



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, February 11, 2019 beginning at 2:30pm in the Guam Legislature Public Hearing Room. Among the items on the agenda was the consideration of the appointment of **Daniel Leon Guerrero** to serve as the Executive Director of the Civil Service Commission and whose appointment history is as follows

- Appointed by the Civil Service Commission with the approval of *I Maga'hågan Guåhan* on January 17, 2019 to serve for a term length at the pleasure of the Governor.
- Appointment packet forwarded to *I Liheslatura* on January 29, 2019.
- Appointment packet forwarded to this committee for public consideration on January 31, 2019.

#### **Public Notice Requirements**

Public Hearing notices were disseminated via e-mail to all senators and all main media broadcasting outlets on Monday, February 4, 2019 (5-Day Notice), and again on Thursday, February 7, 2019 (48-Hour Notice).

#### **Senators Present**

Speaker Tina Rose Muña Barnes, Chairperson  
Senator Kelly G. Marsh (Taitano), Ph.D., Vice Chairperson  
Senator Amanda L. Shelton, Member  
Senator Joe S. San Agustin, Member  
Senator Therese M. Terlaje, Member  
Senator Clynton E. Ridgell, Member  
Senator Telo Taitague, Member  
Senator James Moylan, Member

### II. SUMMARY OF TESTIMONY & DISCUSSION

The public hearing was called to order at 2:30 pm.

#### **Speaker Tina Muña Barnes:**

Håfa adai and many of God's Blessings! This hearing by the committee on Public Accountability, human resources, and the Guam buildup is called to order, by my watch, it is now 2:30.

For the record and in accordance with 5 GCA, chapter 8, subsection 8107, public hearing notices were sent on Monday, February 4, 2019 adhering to the five (5) days notice and a second public notice on Tuesday, February 7, 2019, forty-eight (48) hours prior.

In addition, this hearing was noticed on the legislature's website – [www.guamlegislature.com](http://www.guamlegislature.com). Written testimonies may be submitted by emailing [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) or you may hand deliver to our office at 163 Chalan Santo Papa, Hagåtña, Guam.

Joining me here this afternoon is my Vice Chair, Senator Kelly Marsh (Taitano) Ph.D., the Legislative Secretary, Senator Shelton, I do have the oversight chair for OFB, Senator Joe San Agustin, Senator Telo Taitague, the minority whip, I also have Senator Clynt Ridgell, but I also have, joining us this afternoon is Senator Jim Moylan. Un Dangkolo na Si yu'os Ma'ase to my colleagues for being here this afternoon.

I would like to note for the presence of the house, we see, Vice Speaker Ted Nelson. Un Dangkolo na si Yu'os Ma'ase for being here.

On the agenda, this afternoon, ladies and gentlemen, we have the:

Appointment of Daniel Leon Guerrero as Executive Director, civil service commission; to serve at the pleasure of the governor

We will hear Bill No. 30-35 (COR) introduced by myself, Tina Rose Muña Barnes, an act to add §4302(f)(1) of Chapter 4, Title 4, Guam Code Annotated, relative to requiring that all private hospitals be covered under the government of Guam health insurance contract.

And we will hear, Bill No. 23-35 (COR) by Vice Speaker Telena Cruz Nelson, which is to an act to amend §4104(b) of Chapter 4, Title 4 Guam Code Annotated relative to the preference points added to applicants' scores upon applications for employment.'

And at this time before I ask Mr. Dan to come up, I do see the, I'll go ahead and have Mr. Leon Guerrero have a seat. But...if you can come on up and have a seat, I do know that you have some colleagues and have a lot of supporters here for you. I'll go ahead and call them up and have them speak first to present oral testimony for Mr. Leon Guerrero and then I will ask, at the end of the oral testimony, I will have Mr. Leon Guerrero speak.

So at this time, I will note for the record, Priscilla Tuncap from Civil Service Commission, she was here earlier but I do know she came in early and wanted to show her support and she was not sure she would stay here because she had an eye appointment but she wanted to make sure that I noted for the record that she supported you.

I also have Rita Cruz. Maria Mesgnon, are you here to support or oral testimony, to support just for the record. I have the former chair Luis Baza are you here to present testimony sir?

Please join Mr. Leon Guerrero.

I hope I'm not murdering your names... Is there a Christine? Is that quinata? Juan Calvo, are you here to present oral testimony? Please, Pot fabot. Mr Paul Leon Guerrero, pot fabot, please. How many more seats do I have? I have Mr. Roland Ferjan, please, are you here to present oral testimony? To support, thank you very much and Ms. Joanne Quinene, just here for oral support.

Ladies and gentlemen, if you need to provide oral testimony, please don't hesitate to come in and check in with my staff. I have Mr. Cepeda here, committee director here, I also have joining us is, Policy Committee, Stephanie Lorenzo and Chirag Bhojwani to take in your testimony, if you don't want to speak.

So, at this time, Mr. Leon Guerrero, I will ask Mr. Luis Baza to go ahead and start.

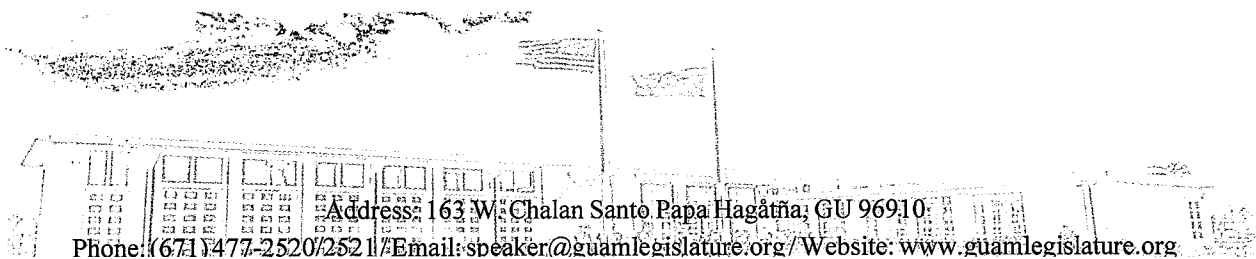
**Mr. Luis Baza, Executive Director for the Civil Service Commission.** *Mr Baza reads written testimony appended to this committee report.*

**Speaker Muña Barnes:** You're very welcome. Mr. Calvo.

**Mr, Juan A. Calvo:** Good Afternoon, Madam Speaker and members of the 35<sup>th</sup> Guam Legislature. I come before you in support of the confirmation of Danny Leon Guerrero as the Executive Director of the Civil Service Commission. I would also like to say Thank you for giving me the opportunity to appear before you and provide you comments of reference of Mr. Daniel Leon Guerrero on his professional and background and character.

I have known Dan for several years, working together at the Civil Service Commission. As we all know, as I know, we're both retired. Dan is an asset to the Civil Service Commission and throughout the government of Guam for the following reasons, he is very knowledgeable in the classification and composition methodology, recruitment process, disciplinary and employee grievance appeal processes, Equal Employment Opportunity Act, American Disability Act, Post Audit of Employee Personnel Action, Mini Hatch Act, and many other personnel matters administered by the Civil Service Commission.

All these personnel matters are subject to personnel laws, and rules and regulations, policy and procedures. Dan has the knowledge and the know how in the application of rule of law, as mentioned, and to carry out the missions, goals, and objective of the Civil Service Commission.



Dan is very humble person, dependable, competent, and works with the employee and management during his employment career with Guam Port Authority, Civil Service Commission, and the Department of Administration.

There's one thing that I know about Dan while under my supervision, I was the Personnel Administrator at the time, he will not compromise the merit system as mandated by the Organic Act of Guam and Guam Laws.

In closing madame speaker of the 35<sup>th</sup> Guam Legislature, I hope this body, within your power, confirm the appointment of Mr. Daniel Leon Guerrero as Executive Civil Service Commission Director. Si Yu'os Ma'ase' and I'm happy to respond to any questions you may have. Thank you.

**Speaker Muña Barnes:** Thank you. Can you just state your name for the record and where you're from.

**Mr. Juan A. Calvo:** Oh, my name is Juan A. Calvo.

**Speaker Muña Barnes:** ...from retired.

**Mr. Juan A. Calvo:** Yes.

**Speaker Muña Barnes:** Mr. Paul Leon Guerrero.

**Mr. Paul Leon Guerrero:** Thank you madam chairperson. Senators, Good Afternoon. My name is Paul D. Leon Guerrero, brother of Danny D. Leon Guerrero a GovGuam retiree from the budget office.

When Danny first graduated and he came back to Guam, his first job was at Civil Service. That was at the old red cross building next to the Academy, maybe none of you remember that but it was such a small white building.

After 32 years working at the Department of Administration, Port Authority, and then back to the Civil Service again, Danny had retired 32 years later. And he worked, like Mr. Calvo had mentioned, seven years as a commission member.

I feel Danny is well qualified, to protect the integrity of the Civil Service Commission for the employees and people of Guam. Thank you.

**Speaker Muña Barnes:** Si Yu'os Ma'ase', Mr. Paul. Mr. Danny... Mr. Leon Guerrero, if I may, pot fabot, I will have Vice Speaker Ted Nelson, He'd like to say something.

**Vice Speaker Ted Nelson:** I'm going to try, madam Speaker, just excuse my voice. Sorry for being late. First let me thank you.

*Vice Speaker Nelson testifies in support of Mr. Leon Guerrero, speaking on his background, education, and experience and stating that he is the best qualified candidate for the position of Executive Director of the Civil Service Commission.*

**Speaker Muña Barnes:** Si Yu'os' Ma'åse' Vice Speaker for your written testimony, I mean your oral testimony.

**Vice Speaker Nelson:** *Vice Speaker Nelson thanks the committee.*

**Speaker Muña Barnes:** Saina Ma'åse'. Mr. Leon Guerrero, you may proceed.

**Mr. Leon Guerrero:** *Mr. Leon Guerrero reads written testimony appended to this committee report.*

**Speaker Muña Barnes:** Si Yu'os Ma'åse' Mr. Leon Guerrero. Before I ask my colleagues to share some questions and comments to you, specifically on your appointment, I would like to recognize Therese Arriola, I mean Terlaje, sorry about that, Senator. At this time, my vice chair, Senator Kelly do you have any comments or questions for Mr. Leon Guerrero.

**Senator Kelly Marsh (Taitano) Ph.D.:** Håfa Adai, so I just wanted to mention, it's very helpful to hear the oral testimony and written testimony, it really helps us to develop an understanding of the level of confidence and the many years that people have interacted with different people that are coming up for appointment. So I wanted to say Si Yu'os Ma'ase' for all of your time and testimony.

**Speaker Muña Barnes:** Thank you, Senator Amanda did you have any comments or questions for Mr. Leon Guerrero?

**Senator Amanda Shelton:** Thank you Mr. Leon Guerrero for being here and of course to your family and all of your supporters, and thank you for accepting the appointment and congratulations of course, I wanted to say based on all of the testimony and of course the support I see here, what I hear today, you have my support.

**Speaker Muña Barnes:** Si Yu'os Ma'ase, Senator San Agustin as OFB chair.

**Senator San Agustin:** Thank you, just a little bit off base, is Paul younger than you?

**Mr. Daniel Leon Guerrero:** No, Paul is my younger, baby brother

**Senator San Agustin:** Oh, younger than you? Because I remember him in the Army Reserve. Anyway, Mr. Leon Guerrero, you know, we met about a week ago. We spoke, and you know what, Mr. Leon Guerrero, I'm actually very thankful that you accepted the confirmation of the commission from Mr. Baza and the commission members. I know, Mr. Calvo here, I've known him many many years and some of the staff that have been working for you. I see Roland in the back over there, he's like pot fabot, help Danny get in, you know what, and then you got the Governor's appointment. Mr. Leon Guerrero, I have full faith that you will do your job. And I honestly believe the Civil Service is there for the GovGuam employees and I expect you to fulfill that responsibility. I look forward to raising my hand in support of your appointment. Thank you sir.



**Speaker Muña Barnes:** Si Yu'os Ma'ase'. Senator Terlaje.

Hâfa Adai Mr. Leon Guerrero and your family and all of you who came to testify, thank you for testimony. A lot of the people who spoken and there is some written testimony that hasn't been read into the record yet, they all talk about you being fair, and I appreciate that. I think your experience is going to go a long way to get the commission, and I share your goals, so I want to commend you on your goals. Of course, following all of the laws and regulations but to ensure fairness and justice that is the goal of the civil service commission and sometimes people don't feel like it's justice because of the delays or just the hardship that they go through just to get there as the Vice Speaker Nelson was talking about. They have to pay for their own attorney in order to get through the process, it's a very difficult one. So, I very much appreciate your pointing out in your testimony that you will assure that timelines and it's really the biggest role in the government. That's one of the things that we can do that has a huge impact all across the board for the agencies and for the employees. And the more training for the commission. I think that's a great idea. And I want to commend you for that and coming from the positions that you come from. I agree and we have an opportunity with a change in administration to just kind of reboot all the commissions and the boards to just make sure everyone is on the same page as far as training, making sure that anything has been changed over the years gets updated for all of them or any new ones so I appreciate that I'm looking forward to a process that will be very efficient and fair. So Si Yu'os Ma'ase' for serving in this capacity.

**Speaker Muña Barnes:** Si Yu'os Ma'ase' Senator Terlaje. Senator Telo Taitague, you are recognized.

**Senator Telo Taitague:** Thank you, madam speaker. First I'd like to thank you so much for stepping up to the plate and taking this job, it's a thankless job what you are doing but there is a lot of us who recognize the hard work you put in and I'd like to thank your family who's here too, because they are your rock and there's going to come a time when, because this is personal, the job that you have, you deal with a lot of emotions and you're going to need that family support and I know that you have it just seeing your brother here today. I know it just tells a wealth of knowledge of how great of a family you have and that's appreciated. You have a wealth of knowledge, I'm very impressed with your resume. But the one thing that's important, like I said, it gets kind of emotional, every time I had met you Danny and I've known you for a while, that you always have a great disposition about yourself and that's what it's going to take to have this kind of job. Your compassionate, I've always seen that with you, and fair. So I wish you the greatest luck, and if there's anything that we can do for you to help make things, the process a lot smoother and faster, especially, please let us know, I'll be happy to help and good luck. Thank you.

**Speaker Muña Barnes:** Si Yu'os Ma'ase'. Senator Clynt Ridgell

**Senator Clynt Ridgell:** Mr. Leon Guerrero, I don't have any questions, I just like to say congratulations on your nomination. You seem to have a lot of good support behind you, and your resume seems to show that you have the experience necessary for the job that you've been appointed to do. So it looks really good for you, so congratulations on your nomination.

**Speaker Muña Barnes:** Thank you, Senator Ridgell. Senator Moylan, do you have any?

**Senator James Moylan:** Thank you Madam Speaker, Mr. Leon Guerrero, thank you for accepting the position and serving our island. I really look forward to working closely with you in the Civil Service Commission, so thank you very much sir.

**Speaker Muña Barnes:** Si Yu'os Ma'åse', Mr Leon Guerrero. I also wanted to note for the record that Maria R. Diaz, she's not here, she presented written testimony for your support, I want to just append that to the record, also Shane Ngata also provided written testimony. I want to say Thank you to you Mr. Leon Guerrero for stepping up to the plate as I see your colleagues who've been with Civil Service Commission for many many years, seeing Mr. Fejeran and Mr Miller in the back, I just want to say it just goes to tell that sometimes when you've been in an agency a long time and you want to come back to continue to help make a difference, it means a lot. And as I see your family here, who I may have to disclose for the record is a part of my family, I just want to say un dângkolo na si Yu'os Ma'åse', I see uncle Albert and auntie Bobby our there. I just want to say thank you for taking the time to give of yourself again and for the nomination that was brought down for you from our Maga'håga and Segundu Maga'lahi because Civil Service is a very critical key component as it looks at the opportunity for our government employees fairly and I think this is an avenue that is very crucial to the process when things need to get facilitated, you've been a part of the team whose literally been a part of the old gar of institutional knowledge and institutional processes. So I want to say thank you for stepping up to the plate and state for the record that you will get my support and I'm hoping that if there is anybody else that is listening to us, we do have session at the end of the month and I'm hoping that if there is anyone that would like to provide testimony for or against, I ask that you go ahead and submit it to our office here at santo papa but also to [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org) and if there are no other oral testimony, I will call this appointment for Mr. Daniel Leon Guerrero publicly heard. Un dângkolo na si Yu'os ma'åse', saina ma'åse'. Have a good afternoon. Thank you. Thank you everybody.

**Mr. Daniel Leon Guerrero:** Thank you very much, to everyone and including my family and all my supporters and even those who don't support me.

**Speaker Muña Barnes:** There was nothing. Thank you, Mr. LG.

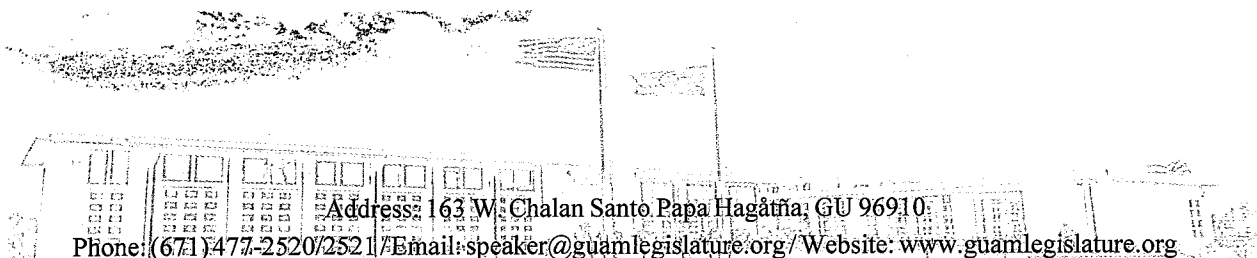


The public hearing was adjourned at 4:57 PM

III. FINDING & RECOMMENDATIONS

The Committee on Public Accountability, Human Resources, and the Guam Buildup hereby reports out the nomination of Mr. Daniel Leon Guerrero to serve as Executive Director of the Civil Service Commission with the recommendation

TO 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 Daniel Leon Guerrero to serve as Executive Director, Civil Service Commission to serve for a term length at the pleasure of the Governor

	SIGNATURE	TO DO PASS	TO NOT PASS	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		✓				
<b>TELENA CRUZ NELSON</b> Vice Speaker Member		✓				
<b>AMANDA L. SHELTON</b> Legislative Secretary Member		✓				
<b>RÉGINE BISCOE LEE</b> Member						
<b>JOE S. SAN AGUSTIN</b> Member						
<b>THERESE M. TERLAJE</b> Member						
<b>CLYNTON E. RIDGELL</b> Member		✓				
<b>JOSE T. TERLAJE</b> Member						
<b>SABINA FLORES PEREZ</b> Member	<i>Sabina Flores Perez</i>	✓				
<b>WILLIAM M CASTRO</b> Member		✓				
<b>LOUISE B. MUÑA</b> Member						
<b>TELO TAITAGUE</b> Member		✓				
<b>JAMES C. MOYLAN</b> Member		✓				
<b>MARY CAMACHO TORRES</b> Member						

