



Sen. Thomas Ada

Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement
I Mina Trentai Tres Na Liheslaturan Guahan • 33rd Guam Legislature

April 14, 2015

The Honorable Judith T. Won Pat, Ed.D.

Speaker

I Mina Trentai Tres Na Liheslaturan Guahan

155 Hesler Place

Hagåtña, Guam 96910

VIA: The Honorable Rory J. Respicio

Chairperson, Committee on Rules

RE: Committee Report on the Executive Appointment of Brigadier General Roderick Leon Guerrero to serve as *the Adjutant General* of the Department of Military Affairs.

2015 APR 16 PM 2:03

Dear Speaker Won Pat:

Transmitted herewith is the Committee Report on the **Executive Appointment of Brigadier General Roderick Leon Guerrero** to serve as *the Adjutant General* of the Department of Military Affairs.

Committee votes are as follows:

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

Si Yu'os ma'ase',

Thomas C. Ada



Sen. Thomas Ada

Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement
I Mina Trentai Tres Na Libeslaturan Guåban • 33rd Guam Legislature

COMMITTEE REPORT ON

The Appointment Of

Brigadier General Roderick Leon Guerrero

**To Serve as the Adjutant General of the
Department of Military Affairs**



Sen. Thomas Ada


Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement
I Mina Trentai Tres Na Libeslaturan Guåhan • 33rd Guam Legislature

April 13, 2015

MEMORANDUM

To: **All Members**
Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans'
Affairs and Procurement

From: **Senator Thomas C. Ada** 
Committee Chairperson

Subject: **Committee Report on Appointment of Brigadier General Roderick Leon Guerrero**

Håfa Adai,

Transmitted herewith for your consideration is the Committee Report on the Executive Appointment of Brigadier General Roderick Leon Guerrero to serve as the Adjutant General of the Department of Military Affairs.

This report includes the following:

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

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



Sen. Thomas Ada

Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement

I Mina Trentai Tres Na Libeslaturan Guåhan • 33rd Guam Legislature

COMMITTEE VOTE SHEET

APPOINTEE: Brigadier General (BG) Roderick Leon Guerrero
 Position: Adjutant General
 Agency: Department of Military Affairs

COMMITTEE MEMBERS	SIGNATURE	TO Confirm	TO NOT Confirm	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
SENATOR THOMAS C. ADA Chairperson		✓ 4/13/15				
SENATOR RORY J. RESPICIO Vice Chairperson		✓ 4-13-15				
VICE SPEAKER BENJAMIN J.F. CRUZ Member		✓ 4/13/15				
SENATOR FRANK B. AGUON, JR. Member	 4/14/15	✓				
SENATOR DENNIS RODRIQUEZ, JR. Member						
SENATOR NERISSA UNDERWOOD Member						
SENATOR FRANK BLAS, JR. Member						
SENATOR MARY TORRES Member		✓ 4/13/15				



Sen. Thomas Ada

Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement
I Mina Trentai Tres Na Liheslaturan Guahan • 33rd Guam Legislature

COMMITTEE REPORT DIGEST

I. OVERVIEW

The Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement convened a public hearing on April 6, 2015 at 1:30 p.m. in *I Liheslaturan Guahan* Public Hearing Room. Among the items on the agenda was the consideration of the appointment BG Roderick Leon Guerrero to serve as the Adjutant General of the Department of Military Affairs, whose appointment history is as follows:

- Appointment by Eddie Baza Calvo, *Governor*, On March 20, 2015
- Appointment packet forwarded to *I Liheslaturan Guahan* on March 23, 2015
- Appointment packet forwarded to this committee for public consideration on March 25, 2015.

Public Notice Requirements

Public Hearing notices were disseminated via email to all senators and all main media broadcasting outlets on Monday, March 30, 2015 (5-Day Notice) and again on Thursday, April 2, 2015 (48-Hour Notice).

Senators Present

Senator Thomas C. Ada	<i>Committee Chairperson</i>
Vice-Speaker Benjamin J.F. Cruz	Committee Member
Senator Frank Blas Aguon Jr.	Committee Member
Senator Tina Rose Muña Barnes	Legislative Member
Senator A. Anthony Ada	Legislative Member
Senator Thomas A. Morrison	Legislative Member
Senator James V. Espaldon	Legislative Member

The confirmation hearing for BG Leon Guerrero commenced at 1:30 p.m.

II. SUMMARY OF TESTIMONY AND DISCUSSION

Chairman Ada calls on the individuals to approach the table to give their testimony.

The following individuals read their testimony in favor of BG Leon Guerrero's confirmation:

Aline A. Yamashita, Ph.D.	Robert A. Underwood , President, University of Guam
Alma S. McDonald	Eddie Dueñas , Former Senator
LTC Timothy Puzan	COL Norman Lintiacó
COL Graham Botha	COL Johnny Lizama
COL Robert Crisostomo	Benny Paulino (MG, USA, Ret.)

Larry Kasperbauer, *Former Senator* (oral testimony): Testified in favor of BG Leon Guerrero's confirmation. Mr. Kasperbauer explains how BG Leon Guerrero is the right man, in the right job, at the right time to carry forth the vision of the National Guard on Guam and to develop our Guam Guard of the future. He goes on to say the BG Leon Guerrero has successfully completed a Bachelor's degree and the ROTC program at the University of Guam. BG Leon Guerrero has also received a Master's degree in science and strategic studies from the United States Army War College.

He continues with saying BG Leon Guerrero has worked his way up the position of Brigadier General, been awarded numerous awards and decorations and has real war experience. Mr. Kasperbauer says that BG Leon Guerrero has learned you can work your way from an entry level to the top. He then goes to explain how BG Leon Guerrero's parents believed that education was key to success. With 30 plus years of military service, Mr. Kasperbauer says the BG Leon Guerrero is the right man, at the right time for this job.

Colonel George Charfaures, Jr., *Guam Guard* (oral testimony): Testified in favor of BG Leon Guerrero's confirmation. Mr. Charfaures starts by saying he has know BG Leon Guerrero since they were cadets at the University of Guam, they went through ROTC together and grew up in the Guard together. He continues by saying there are four things the BG Leon Guerrero brings as a leader and is what is needed at the National Guard. First being he graduated from Father Dueñas, second being he graduated from the University of Guam ROTC, third he is a combat veteran, and lastly he is a graduate of the US Army War College. Colonel Charfaures says these things are what make BG Leon Guerrero the right man for the job. He finishes by saying he offers his full support in BG Leon Guerrero's confirmation.

Ray Llanet (oral testimony): Testified in favor of BG Leon Guerrero's confirmation. He starts by saying that BG Leon Guerrero is the best man, in this best time for the job. Mr. Llanet says that he and BG Leon Guerrero have known each other since going to Father Dueñas, together they have gone through thick and thin to make the National Guard the best unit. He goes on by saying the BG Leon Guerrero is the best candidate now, to take the helm of the Guam Army National Guard and bring it to a higher level of excellence. He finishes by saying with the guidance and mentorship from General Paulino, BG Leon Guerrero is now ready to take it to the next level.

Gregory Perez (oral testimony): Testified in favor of BG Leon Guerrero's confirmation. He starts by saying he has worked under BG Leon Guerrero's directives. Know you mission, know it well, accomplish it and get home was something iterated by BG Leon Guerrero, along with take care of yourself and take care of your troops says Mr. Perez. He goes on to says that even being in Afghanistan, he checked on the men from Guam and reminded them of those same sayings. Mr. Perez says along with that BG Leon Guerrero was always checking on the spouses on Guam and making sure they were all communicating and working together in being there for each other. He not only made sure the troops but their dependents were also being taken care of. Mr. Perez ends by saying BG Leon Guerrero will carry these leadership qualities with him into his new position.

Richard Kelley (oral testimony): Testified in favor of BG Leon Guerrero's confirmation. Mr. Kelley starts by saying he has known BG Leon Guerrero for about six years and has dealt with him on a professional level numerous times. Mr. Kelley goes on to say that he has witness BG Leon Guerrero to be a caring and professional officer who puts his soldiers welfare above anything else. When he heard the BG Leon Guerrero was being nominated for the position, Mr. Kelley said he talked with some of the soldiers. Mr. Kelley says the responses from soldiers he talked to had nothing negative to say about BG Leon Guerrero. He ends by saying not only is BG Leon Guerrero a great soldier but a great man.

Chairperson Ada then calls for the appointee to give his testimony.

Brigadier Roderick Leon Guerrero, appointee (written testimony): BG Leon Guerrero reads his written testimony. BG Leon Guerrero's testimony addresses questions brought about by office visits to the Senators of the 33rd Guam Legislature.

Chairperson Ada opens up the panel for questions to BG Leon Guerrero.

Chairperson Ada: He asks BG Leon Guerrero what are the certain vetting's that a senior officer or general has to go through to obtain federal recognition that Guam law requires its officers to have?

BG Leon Guerrero: He responds by saying he has prepared a packet for the Senators and in that packet there is a process for promotion. He goes on to say the flow chart is found on the left side of the packet. BG Leon Guerrero then reads some of the major departments on the chart. This is the process that all General Office packets must complete.

Chairperson Ada: He asks how long do this vetting process normally take?

BG Leon Guerrero: He goes to say that he was put on the Board in October and the process takes anywhere from nine to twelve months, thus the authorization of the brevet. He says in the packet there is letter from Governor Calvo requesting that he be brevetted, as well as a letter from General Grass authorizing the brevet. He says the reason this is done is so that he can work as a General Officer, while the process is in promotion.

Chairperson Ada: He says that he did submit this question the BG Leon Guerrero yesterday, because he wanted to establish for the record that TAG position is very highly vetted and is not something that is to be taken lightly.

Senator Aguon: He starts by thanking BG Leon Guerrero for accepting the opportunity to lead the Guam National Guard, especially in light of the assignments that have taken place and those pending. Senator Aguon goes on to say that BG Leon Guerrero has reach out to all the Senators and that shows his character. He continues by saying that BG Leon Guerrero has his full support and to BG Leon Guerrero's wife Mary, Senator Aguon thanks her for the support that she give BG Leon Guerrero over the last 30 years. Senator Aguon says this is to be the most challenging

assignment that BG Leon Guerrero will have in uniform. He ends by saying BG Leon Guerrero has his full support.

Vice-Speaker Cruz: He starts by thanking BG Leon Guerrero for stopping by his office and hearing his concerns about things that needed to be address with his men and women. He says that speaks to his leadership skill of being able to hear and listen and understand what needs to be done. Vice-Speaker Cruz goes on to say he has no worries about BG Leon Guerrero's nomination and was very moved by his speech at the change of command ceremony. He ends by saying BG Leon Guerrero has his full support in his nomination.

Senator Muña Barnes: She starts by saying that the simple question put before BG Leon Guerrero about what his goals and what he will do within the next several years, that question shows he took the time to listen to the concerns of the Senators. She continues that more importantly the issue pending, the programs needed for the families and the collaboration with personnel and soldiers are still of concern. She ends by saying BG Leon Guerrero has her 100% support for his nomination.

Senator Morrison: He congratulates BG Leon Guerrero on his nomination and thanks him for the invitation to the changing ceremony. It is at the ceremony, the Senator says that he learned of BG Leon Guerrero's background. He goes on to say that the "Keep You Guard Up Program," has impressed him with its growth and says that the program is in place if something were to happen on Guam. He asked BG Leon Guerrero what he sees as the next level for the "Keep Your Guard Up Program?"

BG Leon Guerrero: He answers the question by saying one of the things is by adding more civilian training skills and partnering with UOG and GCC. The partnership with GCC offers civilian training and they are working to bring the classes to the Guard. Another thing is job announcements, with some soldiers have trouble accessing a computer a bulletin will be posted and all announcements will go onto that board. He ends by saying awareness needs to be included.

Senator V. Anthony Ada: He starts by thanking BG Leon Guerrero for the courtesy visit he made to the Senators office. He then says to see someone rise from a Private 1st Class to the Adjutant General of the Guam Army National Guard says a lot. He says that having an aviation repair unit will allow for more MOS's to be offered to people looking to join the National Guard. He also says that with the Guard having an aviation unit shows how far the Guard has actually grown. He then goes on to say that it takes a lot of personnel courage to step down from an AGR position and going into a position that is unknown. He says that also shows the courage of BG Leon Guerrero's wife and kids, they will always be there no matter what. He says and with that support he can lead the National Guard into a new generation. He ends by saying he takes his hat off Mrs. Leon Guerrero and their kids, for allowing BG Leon Guerrero to be who he is today. He says the he BG Leon Guerrero has his full support and vote for his confirmation.

Senator Espaldon: He says that it bodes well to hear testimony not just from the men in the Guard but for the whole community to hear it bodes well. He says all who have testified said that he is the right man, at the right time for this job. Senator Espaldon says the BG Leon Guerrero

has his full support based on many different factors, from family, friends, knowing him, and some of the things BG Leon Guerrero has accomplished. He says there are two affirmations today that added to the factors. The first one being when you paused when talking about being away from your family while being deployed, the emotion came out and Senator Espaldon says that he respects that. It shows that value played in the love for family and that value is the same for all in uniform. He then says the second factor is when BG Leon Guerrero says he had the duty to send men and women in uniform off to deployment, when BG Leon Guerrero has never done it. He continues by saying he was amazed that BG Leon Guerrero went looking for a position that would deploy. He ends by saying that BG Leon Guerrero has his full support, the panels support and on the floor he will have all their support.

Chairperson Ada: He states that he understands the BG Leon Guerrero has resigned from his AGR position. He then asks what BG Leon Guerrero's mandatory retirement?

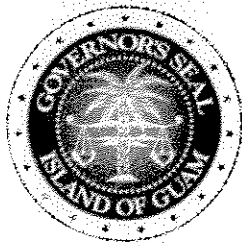
BG Leon Guerrero: He responds to the question saying May of 2018.

Chairperson Ada: He then says that you only had another three years? He then goes to say he brought it up because personal courage was mentioned earlier. Chairperson Ada goes on to add that it was also economic courage on the part of BG Leon Guerrero, to get out three years earlier from a position that pays well. He goes onto to extend his compliments to Mrs. Leon Guerrero for sitting next to her husband. He says that behind every successful man is a strong woman and believes that. Chairperson Ada tells BG Leon Guerrero that he appreciates that in his opening remarks he addressed the issues that were on the Senators minds, therefore he feels comfortable that BG Leon Guerrero is on top of issues and thanks him for making those statements. Chairperson Ada says his confirmation report will be ready for the April session.

Chairperson Ada ends the Public Hearing for Brigadier General Roderick Leon Guerrero.

III. Findings and Recommendations

The Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement hereby favorably reports out the appointment of Brigadier General Roderick Leon Guerrero to serve as the Adjutant General of the Department of Military Affairs with the recommendation **TO DO CONFIRMED.**



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

MAR 20 2015

Honorable Judith T. Won Pat, Ed.D.
Speaker
I Mina' trentai Tres Na Liheslaturan Guåhan
155 Hesler Street
Hagåtña, Guam 96910

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: Colonel Roderick R. Leon Guerrero
POSITION: The Adjutant General, Department of Military Affairs
TERM LENGTH: To serve at the pleasure of the Governor

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

Senseramente,

EDDIE BAZA CALVO

33-15-0260
Office of the Speaker
Judith T. Won Pat, Ed.D

Date: 03-23-15
Time: 3:10 PM
Received By:

2015 MAR 24 PM 12:20



EDDIE BAZA CALVO
Governor

RAY TENORIO
Lieutenant Governor

Office of the Governor of Guam

MAR 20 2015

Colonel Roderick R. Leon Guerrero



Re: Appointment as the Adjutant General, Department of Military Affairs

Dear Colonel Leon Guerrero:

Thank you for your commitment to serve the people of Guam. The Calvo-Tenorio administration continues to face unprecedented challenges, both near and long-term. The task ahead of us will require the collective efforts of the best minds who have the courage to make tough decisions for the good of all our people. Pursuant to my authority under the Organic Act of Guam, I hereby appoint you to serve in the Calvo-Tenorio administration as:

The Adjutant General, Department of Military Affairs

This appointment is subject to the consent of *I Liheslaturan Guåhan*. Pending the consent of, and confirmation of this appointment by *I Liheslaturan Guåhan*, you are hereby appointed to serve as the Adjutant General of the Department of Military Affairs in an acting capacity.

This appointment is effective March 27, 2015. If you have any questions, please contact the Office of the Governor at 472-8931.

Senseramente,

EDDIE BAZA CALVO

P.O. Box 2950 • Hagatna, Guam 96932

Tel: (671) 472-8931 • Fax: (671) 477-4826 • governor.guam.gov • calendar.guam.gov

Eddie Baza Calvo

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You Tube governorofguam.com



OFFICE OF THE GOVERNOR
GUAM

Agency Director/General Manager Nomination Information

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

NOMINEE INFORMATION			
Last Name	LEON GUERRERO	First	RODERICK
M.I.	R	Date	02/24/2015
Address	[REDACTED]		
City	[REDACTED]		
Phone	[REDACTED]		
Position to which Appointment is Made	DIRECTOR OF MILITARY AFFAIRS		
Are you a citizen of the United States?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	If no, are you authorized to work in the U.S.?
			YES <input type="checkbox"/> NO <input type="checkbox"/>

EDUCATION			
High School	FATHER DUENAS	City/State	MANGILAO, GUAM
From	1977	To	1980
Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree HS
College	UNIVERSITY OF GUAM	City/State	MANGILAO, GUAM
From		To	
Did you graduate?	YES <input checked="" type="checkbox"/>	NO <input type="checkbox"/>	Degree BSU

EDUCATION

Graduate School	U.S. ARMY WAR COLLEGE		City/State	HARRISBURGH, PA	
From	2009	To	2011	Did you graduate?	YES <input checked="" type="checkbox"/> NO <input type="checkbox"/>
				Degree	MS
Other Degree			City/State		
From	To	Did you graduate?	YES <input type="checkbox"/> NO <input type="checkbox"/>	Degree	

EMPLOYMENT HISTORY

(1) Present Employer	GUAM ARMY NATIONAL GUARD	Position	CHIEF OF JOINT STAFF
Address	BARRIGADA, GUAM	Dates Held	2014 - PRESENT
(2) Previous Employer	GUAM ARMY NATIONAL GUARD	Position	J1
Address	BARRIGADA, GUAM	Dates Held	JULY 2009 - APRIL 2014
(3) Previous Employer	GUAM ARMY NATIONAL GUARD	Position	COMMANDER, 105TH TROOP COMMAND
Address	BARRIGADA, GUAM	Dates Held	MAY 2008 - JULY 2009
(4) Previous Employer	US Army	Position	J1
Address	FOB-LIGHTNING, AFGHANISTAN	Dates Held	2007 - 2008
(5) Previous Employer	GUAM ARMY NATIONAL GUARD	Position	VARIOUS
Address	BARRIGADA, GUAM	Dates Held	1991 - 2007

PRIOR GOVERNMENT OF GUAM SERVICE

Agency	Phone
Address	
Job Title	From: To

PRIOR GOVERNMENT OF GUAM SERVICE

Agency

Phone

Address

Job Title

From:

To

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

Agency

Phone

Address

Job Title

From:

To

Agency

Phone

Address

Job Title

From:

To

TRAINING

Institute/Seminars/On-the-Job Training:

Date

Military Police Office Basic Course

July 1991

Adjutant General Officers Advance Course

June 1996

Combined Arms Service Staff School

July 1998

Command and General Staff College

August 2005

Embedded Transition Team

May 2008

AWARDS

List all educational, professional, civic awards, and recognition for public service:

Bronze Star Medal, Meritorious Service Medal (3OLC), Army Commendation Medal (4 OLC), Army Achievement Medal, Army Reserve Component Achievement Medal, National Defense Service Medal (1 Bronze Star), Afghanistan Campaign Medal, Global War on Terrorism Service Medal, Humanitarian Service Medal, Army Service Ribbon, Overseas Service Ribbon, the NATO Ribbon, the Combat Action Badge, and the Parachutist Badge.

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level, list organization, activities participated in, offices held:

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities, participated in, offices held

PRESIDENT - NATIONAL GUARD ASSOCIATION OF THE UNITED STATES

PUBLICATIONS AND PRESENTATIONS

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

MILITARY SERVICE (PLEASE ATTACH FORM DD-214)

Branch	Army National Guard	From	Sep 85	To	Present
Rank at Discharge	Colonel	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 of Conviction: _____

Specific infraction committed: _____

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

YES

NO

If so, please specify in detail the reasons and facts related to such declaration:

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

YES

NO

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

YES

NO

If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:



Statement of Financial Interests
(Required by 4 G.C.A. § 13104.1)

TO: Governor Eddie Baza Calvo
Ricardo J. Bordallo Governor's Complex
Adelup, Guam 96910

FROM: RODERICK R. 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

Roderick R. Leon Guerrero
Signature

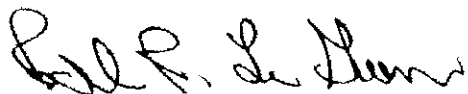
25 Feb 15
Date

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.

Signature



Date

25 Feb 15
17
R/L

POLICE RECORD CHECK

1. DATE OF REQUEST
(YYYYMMDD)
20150303

OMB No. 0704-0007
OMB approval expires
Oct 31, 2014

The public reporting burden for this collection of information is estimated to average 27 minutes per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions for reducing the burden, to the Department of Defense, Executive Services Directorate, Information Management Division, 4800 Mark Center Drive, Suite 02G09, Alexandria, VA 22304-3100 (0704-0007). Respondents should be aware that notwithstanding any other provision of law, no person shall be subject to any penalty for failing to comply with a collection of information if it does not display a currently valid OMB control number.

PLEASE DO NOT RETURN YOUR FORM TO THE ABOVE ORGANIZATION. RETURN COMPLETED FORM TO ADDRESS SHOWN AT BOTTOM OF FORM.

SECTION I - (To be completed by Recruiting Service)

2. NAME OF APPLICANT (Last, First, Middle Name(s), Alias)
LEON GUERRERO, RODERICK RODNEY

3. SEX
 MALE
 FEMALE

4. PLACE OF BIRTH
a. [REDACTED]

5. DATE OF BIRTH
(YYYYMMDD)
[REDACTED]

6.a. RACIAL CATEGORY (X one or more)

(1) AMERICAN INDIAN/ALASKA NATIVE
(2) ASIAN
(3) BLACK OR AFRICAN AMERICAN

(4) WHITE
(5) NATIVE HAWAIIAN OR OTHER PACIFIC ISLANDER

b. ETHNIC CATEGORY

(1) HISPANIC OR LATINO
 (2) NOT HISPANIC OR LATINO

7. SOCIAL SECURITY NUMBER
[REDACTED]

8. ADDRESS IN ADDRESSEE'S JURISDICTION (See "MAIL TO" block)

a. NUMBER AND STREET (Include apartment no.)
[REDACTED]

b. CITY
[REDACTED]

c. STATE
[REDACTED]

d. ZIP CODE
[REDACTED]

9. DATES RESIDED AT THIS ADDRESS

a. FROM (YYYYMMDD)
2010

b. TO (YYYYMMDD)

10. PERSON MAKING THIS REQUEST

a. NAME (Last, First, Middle Name(s))
ELLIOTT, ROSEMARIE S.

b. RANK
SFC

c. SIGNATURE

d. TITLE
RECRUITING & RETENTION NCO

SECTION II - (To be completed by Applicant)

PRIVACY ACT STATEMENT

AUTHORITY: 10 U.S.C. Sections 136, 504, 505, 12102; 14 U.S.C. Sections 351 and 632; DoDI 1304.2; DoDI 1304.26; AR 601-270; OPNAVINST 1100.4C Ch-1; AFI 36-2003 IP; MCO 1100.75E; COMDTINST M 1100.2E; AR 601-210; and E.O. 9397, as amended (SSN).

PRINCIPAL PURPOSE(S): The information collected on this form is used to screen and identify applicants to the Armed Forces who may have discreditable involvement with the police or other law enforcement agencies. Completed forms are used to conduct background records checks used to determine eligibility of applicants for accession into the Armed Forces. Completed forms are covered by recruiting and official military personnel SORNs maintained by each of the Services.

ROUTINE USE(S): DoD "Blanket Routine Use" 2, Disclosure When Requesting Information Routine Use, specifically applies: A record from a system of records maintained by a DoD Component may be disclosed as a routine use to a Federal, State, or local agency maintaining civil, criminal, or other relevant enforcement information or other pertinent information, such as current licenses, if necessary to obtain information relevant to a DoD Component decision concerning the hiring or retention of an employee, the issuance of a security clearance, the letting of a contract, or the issuance of a license, grant, or other benefit. The DoD Blanket Routine Uses found at http://privacy.defense.gov/blanket_usas.shtml apply to this collection.

DISCLOSURE: Voluntary. However, failure of the applicant to complete Section II may result in refusal of enlistment in the Armed Forces of the United States. An applicant's SSN is used to conduct the police records check and keep all records together during the enlistment process.

The data are for OFFICIAL USE ONLY and will be maintained and used in strict confidence in accordance with Federal law and regulations. Making a knowing and willful false statement on this DD Form 369 may be punishable by fine or imprisonment or both. All information provided by you, which possibly may reflect adversely on your past conduct and performance, may have an adverse impact on you in your military career in situations such as consideration for special assignment, security clearances, court martial and administrative proceedings, etc.

11. I HEREBY CONSENT TO RELEASE FROM YOUR FILES THE INFORMATION REQUESTED BELOW.

SIGNATURE

SECTION III - (To be completed by Police or Juvenile Agency)

The person described above, who claims to have resided at the address shown above, has applied for enlistment in the Armed Forces of the United States. Please furnish from your files the information relative to Section III below. A return envelope is provided for your convenience.

12. DOES THE APPLICANT HAVE A POLICE OR JUVENILE RECORD, TO INCLUDE MINOR TRAFFIC VIOLATIONS? YES NO
(If YES, what was the offense or charge, date, disposition and sentence?)

Individual above has no criminal record on file with the Guam Police Department.

13. IS APPLICANT NOW UNDERGOING COURT ACTION OF ANY KIND? (If YES, give details) YES NO

THIS IS TO CERTIFY THAT THE ABOVE DATA, AS CORRECTED, ARE TRUE AND CORRECT ACCORDING TO THE RECORD ON FILE IN THIS OFFICE. THIS INFORMATION IS CONFIDENTIAL AND CANNOT BE USED IN ANY OTHER MANNER EXCEPT FOR OFFICIAL PURPOSES.

14. DATE (YYYYMMDD)
15Mar04

15. TITLE
Chief of Police

ID, VERIFIED BY (Signature)
FRED E. BORDALLO, JR.

LAW ENFORCEMENT AGENCY
MAIL TO:
GUAM POLICE DEPARTMENT
Records & ID Section
Post Office Box 23909
Guam Main Facility, Gu 96921

RECRUITING AGENCY
MAIL FROM:
RECRUITING AND RETENTION BN
430 ARMY DRIVE
BARRIGADA, GUAM 96913-4421
By direction: agnes iriarte #817



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: **RODERICK R LEON GUERRERO**

SS#:



CERTIFICATE OF SEARCH

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

Criminal Cases:

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

Criminal Record: Page **1** of **1**

Civil Cases:

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

Civil Record: Page **1** of **1**

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

Dated: **02/27/2015**

DANIELLE T. ROSETE
Clerk of Court



BY: 
BETTY T. MESA
Deputy Clerk

Prepared By: **JLRC**

The absence of an original Court Seal invalidates this document

Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement

Public Hearing

April 06, 2015

1:30 p.m.

I Liheslaturan Guåhan, Hagåtña

The Executive Appointment of Colonel Roderick R. Leon Guerrreo to serve as Adjutant General of the Department of Military Affairs.

	NAME (please print)	AGENCY/ ORGANIZATION	ORAL TESTIMONY	WRITTEN TESTIMONY	IN FAVOR	NOT IN FAVOR	CONTACT NUMBER
③	KASPERBAUER, LARRY	Self	X		X		632-0431
⑥	BG Roderick Leon Guerrreo	Guam Nat'l Guard	✓	✓	✓		
①	Col Robert Crisostomo	"	✓	✓	✓		
①	Col Graham Boston	"	✓	✓	✓		
①	Aline Yamashita	Self		✓	✓		
⑧	George L. Charfauros Jr	Guam Guard	✓		✓		
②	NORMAN LINTIALA	GUAM GUARD	✓	✓	✓		929-6676
④	JORDAN S. LIZAMA	GUAM GUARD	✓	✓	✓		678-0160
④	Richard A Kelley	Guam Guard	✓		✓		4824086
④	Benny M. Parlin	Nine	✓	✓	✓		788-7487
②	Alma S. McDonald	Guam Nat'l Guard	✓		✓		789-2830
②	EDDIE DUGWAS	SELF	✓	✓	✓		777-8102
②	Ben Lanet	Self	✓		✓		483-1530
②	CONCEPCION, CATRINA	Self			X		4829217
⑤	Pujan, Tin	Self	✓	✓	X		4824107
⑤	ROBERT UNDERWOOD	VOG	✓	✓	✓		7227215
	Yamashita						

Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement
Public Hearing
April 06, 2015
1:30 p.m.

Lilihelaturam Guðhan, Hagáña

The Executive Appointment of Colonel Roderick R. Leon Guerrero to serve as Adjutant General of the Department of Military Affairs.

NAME (please print)	AGENCY/ ORGANIZATION	ORAL TESTIMONY	WRITTEN TESTIMONY	IN FAVOR	NOT IN FAVOR	CONTACT NUMBER
Joseph C. Santos	Veterans	✓	✓	✓		787-8808
Derek Rodriguez	Private AT/Deployment	✓		✓		727-3633
Joey Sam Nicolas	Guam Fire Dept			✓		686-6533
RICHARD	Gloria Boy note book			✓		477-2177

Aline A. Yamashita, Ph.D.
147 Thomas Street
Tamuning, Guam 96913
aline4families@gmail.com

April 2, 2015

Senator Thomas C. Ada, Chairperson
Committee on Transportation,
Infrastructure, Lands, Border Protection,
Veterans' Affairs and Procurement
33rd Guam Legislature
155 Hessler Street
Hagatna, Guam 96913

Dear Honorable Senator Ada,

It is with honor and humility that I come before you asking you to support Governor Eddie Calvo's appointment of Brigadier General Roderick R. Leon Guerrero to serve as the Adjutant General of the Department of Military Affairs.

As a community leader, I am in full support of this confirmation. From the lens of a public servant, I know the need for stakeholder leadership. Born and raised on Guam, this officer is rooted in our culture. His familiarity with our values and our challenges with its evolution have him keen on how to best balance military affairs so that standards of excellence in national defense are reached with a strong foundation of cultural competency. This formula offers strength and sustainability at many levels.

As a teacher, I know the need for visionary leadership. Brigadier General Leon Guerrero's accomplishment of graduating as a University of Guam Triton and then, graduating from the prestigious War College, earns him placement in the 10% statistic of Americans who earn graduate degrees and a much more exclusive, single digit statistic of graduating from War College. This accomplishment means he knows the academia of his business. He is a critical thinker, a complex problem solver. He knows how to research, he knows strategy, leadership, joint service international operations. These competencies are essential for leadership making decisions about our defense. Brigadier General Leon Guerrero is well equipped to define where we need to get and how to best get there.

As a taxpayer, I appreciate the need for organizational leadership. The 30 years of actual experience in the military has this officer knowing what is efficient and what needs to be improved. From war theatres to drill weekends to continuous conversations with his soldiers and their families, his boots on the ground playbook provides him meaningful and relevant experience. No need to guess. He gets

it because he lives it. His experience with and belief in human resources assures us priorities will be well determined and resources leveraged smartly.

As a family member, I appreciate the realization of contextual leadership. The issue of promotion before legislative confirmation may be considered presumptuous particularly if you don't know Rod personally. Vicenta and Jose Leon Guerero, our grandparents, were pioneer teachers. Rod and I are 2 of 27 grandchildren who enjoyed every Sunday at grandma's house. The community knows the LGs throughout diverse platforms – health, law, technology, environment, public policy, finance, art history, agriculture, small business, counseling, leadership, research, teaching, and more teaching. Rod represents us as he does what he loves – securing the defense of our nation. Rod has grown through the ranks, dedicated his life, and realized dreams. As one of the quieter LGs, his character excludes arrogance. His promotion – and its timing - is not entwined with this legislative process. Confirmations do not determine promotions. Confirmations determine executive appointment.

Guam stands proud to have a Guam son, Rod Leon Guerrero, work hard and get to where he is. Guam stands proud to have Rod and his wife, Mary, willing to continue to serve. They could begin a chapter of retirement, farming, and travel. But, no, Grandma and Granddad taught us the virtues of service and selflessness. To work, to model, to help, to care, and to enjoy – Rod does well what the Dicta Family embodies.

I respectfully ask for your support in the confirmation of Rod Leon Guerrero as Adjutant General of the Department of Military Affairs. That is a good vote. That is a right vote. That is a vote that will help ensure democracy remains a way of life – with Guam leadership that continues to deliver.

Thank you.


ALINE A. YAMASHTIA, Ph.D.



UNIVERSITY OF GUAM
UNIBETSEDAT GUAHAN
OFFICE OF THE PRESIDENT
UOG Station, Mangilao, Guam 96923
Telephone: (671) 735-2990 • Fax: (671) 734-2296

April 6, 2015

Senator Tom C. Ada
Chair, Committee on Veteran's Affairs
33rd Guam Legislature
Hagatna Guam

Re: **Confirmation of Brig. General Leon Guerrero**

Dear Senator Ada and Members of the Committee,

I am here to provide my testimony on behalf of BGeneral Roderick Leon Guerrero in his confirmation as the Adjutant General for the Guam National Guard. I do so in my capacity as President of the University of Guam. We are always proud when we have distinguished graduates like Roderick who go on to the great things. I will point out with great pride that he graduated with a BA in Political Science in 1989. I also testify in my personal relationship with Roderick and his family. I was his professor in one class at the University. I point out with some pride that he earned a B in that class, one of the few B's he earned during his time at UOG. I am also a close friend of his parents, Wilfred and Virginia Leon Guerrero. Wilfred, of course, was my boss and mentor for many years at the University. I still call him "magas."

The best way to characterize Roderick is to bear witness to the kind of quiet and determined leadership that his father was well known for. Roderick's approach to leadership is essentially the same. He is a man of integrity, an officer with intelligence and a leader with a commitment to excellence. These characteristics have served him well during his career and now they will be placed into service as the leader of the Guam National Guard.

If the Guam Legislature is looking for broad minded leadership, then Roderick is already there. His remarks about inclusion during the change of command were inspirational and clear. If the Guam Legislature is looking for a broad range of experience, Roderick has that background. Most importantly, if the Guam Legislature is looking for the kind of visionary leadership which will take the Guam to the next level and beyond, Roderick is that person.

I look forward to working with him on many issues that may affect the University of Guam. More significantly, I look forward to witnessing the fulfillment of the potential of yet another Triton who serves his island and his people with integrity and intelligence.

Rod is an excellent example of persistence and intelligence and a great University of Guam education.

Sincerely,

Robert A. Underwood
President

Senator Tom Ada
Chairman
Committee on Transportation, Infrastructure,
Lands, Border Protection, Veterans' Affairs
and Procurement
33rd Guam Legislature

Subject: Testimony on the Confirmation of Brigadier General Roderick R. Leon Guerrero to the Position of The Adjutant General

Buenas and Hafa Adai Mr. Chairman, Members of the Committee and members of the 33rd Guam Legislature, Ladies and Gentlemen.

My name is Alma McDonald, and I'm here to testify in support of the appointment of Brigadier General Roderick R. Leon Guerrero to the position of The Adjutant General and Director of the Department of Military Affairs.

I have had the opportunity to work with General Leon Guerrero for almost fifteen years, as he was assigned, and served in different leadership positions within the Guam National Guard. Brigadier General Leon Guerrero has gone above and beyond the call of duty to serve and support those who work for the Guam National Guard and the people of Guam. The health, welfare and success of all Soldiers, Airmen and Civilians working for the Guam National Guard depend heavily on his competence, vision, compassion and leadership.

Over the years, I've worked with BG Leon Guerrero in his different capacities as the Troop Commander, the Directorate of Military Personnel, and the Chief of Joint Staff, and have been very impressed with his commitment and leadership. As a leader, he not only has vision -- he also has the skill to communicate that vision. His outlook on the capabilities of the Guam National

Guard will inspire all Soldiers, Airmen and Civilians working in the Guam National Guard, to continue to work together toward accomplishing their missions.

He shows confidence in his decisions and strategies and transfers that confidence to those under his command. He has always had an optimistic and upbeat attitude about the Guam National Guard as an organization and its people. He is relentless in his pursuit of success, and he ensures all those that work for him remain focused on their mission.

He is upfront, honest and direct with people and shows empathy and patience in dealing with those who might not share his vision and focus. He motivates others rather than criticize them. He encourages the opinions and suggestions of others and make adjustments in decisions when necessary. He upholds the highest levels of professionalism in his work with federal, local government and civilian-contracted entities.

General Leon Guerrero is an honest, dependable, selfless, hard working, trustworthy, and compassionate individual. His professionalism, dedication to duty and loyalty is beyond reproach. His commitment to duty, organization and the island are beyond compare. He is an excellent candidate and would well-represent the Guam National Guard as its Adjutant General.

Therefore Mr. Chairman, I hereby support this confirmation to the position of The Adjutant General and Director of the Department of Military Affairs. Thank you for the opportunity to testify here today.

Alma S. McDonald

TESTIMONY ON BG RODERICK LEON GUERRERO

APPOINTMENT HEARING - April 6, 2015

Submitted by Former Sen. Eddie Duenas

Mr. Chairman and members of this committee:

Needless to say, I am delighted to be here today to give my full support for the confirmation of newly-appointed Brigadier General Roderick Leon Guerrero as the new Adjutant General of the Guam National Guard. I say this without reservation because, all things considered, I have full faith and confidence in General Leon Guerrero's leadership, professionalism and demeanor to continue the growth and legacy of our organization's 34 years of formation, nurturing, training, professionalism, commitment and dedication that the past and present leaders and members of men and women who are rooted in our island community and tradition in the spirit of the Chamorro Warrior.

In a sense, General Leon Guerrero is an exemplary testimonial of the pride, valor and dedication that the Guam Guard embodies. He started from the lowest enlisted rank and earned his way up to where he is now, Indeed, this achievement speaks well of his dedication, commitment and determination to be all he can be that is an historic first for the Guam National Guard.

Governor Eddie Baza Calvo, in his remarks at the change of command ceremony on March 28, said it very well:

"Now, for the first time in the history of the Guard, we have an adjutant general that has his roots in the Guam Guard. He worked his way up as an enlisted man, made use of the wonderful University of Guam (Senior Reserve Officer Training Program) He served our island and our nation. He served in areas where the U.S. has called him Now, Rod , you lead this Island organization."

For sure, General Leon Guerrero's professional training and schooling has prepared him well to lead the Guam Guard. He is a graduate of the Military Police Officer Course, the Adjutant General Advanced Officer Course, the combined Armed Services Staff School, the Command and General Staff College. He also holds a Master's of Science in Strategic Studies from U.S Army War College, which is considered the highest stage in an officer's professional development.

After earning his officers commission in May 1988 upon graduating from the UOG Senior ROTC program, he was initially assigned as S2 Intelligence officer and then as executive officer for Headquarters and Headquarters Company, 1-294 Infantry Battalion. He was later appointed as commander of the 731st Military Police Company, a prisoner-of War processing unit.

His first command, however, was short-lived. Since he took command only a few months and has yet to complete ~~the~~^{THIS} requisite company officer training, he was unable to go with his unit when it was federalized for active deployment at the outbreak of the Iraqi war in 1990. His father, Dr. Wilfred Leon Guerrero, former UOG president, said that it was Roderick's big disappointment not to deploy with his troops for Operation Desert Storm. As it turned out, the 731st distinguished itself by processing a record over thousand POWs (prisoners of war) within a 24-hour period. The deployed Guam Guard unit was highly commended for its outstanding achievement in the war.

Since then, the Guam Guard – both Army and Air – has earned the reputation of being one of the finest in our nation's armed services. Over a thousand of our troops have been deployed to Iraq, Afghanistan and other trouble spots in the Middle East and the East Asian regions in support of the war on terrorism. Last year, the biggest deployment of over 600 soldiers at one time was an historic event for Guam.

Future deployments are very well in the consciousness of General Leon Guerrero. He minced no words when he told the troops in his Change of Command ceremony last week:

“You have proven yourself time and again completing many deployments federal and local and under difficult and dangerous conditions and are proven with exceptional results.

“I wish I could stand here today and tell you great job, mission accomplished, get some rest... but I can’t. There are those who wish us harm and want to destroy our way of life. From evolving terror threats to the spread of a deadly disease, the dangers of this world require us to be vigilant and be prepared for any contingency. I am confident that when our nation or our island calls you, we will be ready to answer that call.”

Whenever a new commander takes over, there is a natural apprehension as to how he would run the unit and what changes he would make. General Leon Guerrero was forthright in telling the troops at the Change of Command what to expect – that is, mentoring and developing for mission readiness.

“I see my role to develop future Guard leaders, to be morally and ethically sound, to embrace diversity and develop leaders who can think for themselves. I was taught that leadership is about making others better as a result of your presence and making sure that impact lasts in your absences. I will be working toward that goal. I expect leaders to be the mentor you wish you had.”

I commend Governor Eddie Baza Calvo in appointing General Leon Guerrero. With his more than 30 years of military service, professional training and serving in various positions, including Chief of Staff and operations officer, plus a year of deployment to Afghanistan in support of Operation Enduring Freedom, General Leon Guerrero has developed a vast experience and professionalism to enable him to lead the Guam National Guard to continued growth in strength and stature to meet mission readiness. He has also received a variety of

awards and decorations, including the Bronze Star, Legion of Merit, Meritorious Service Medal, Army Commendation Medal with four oak leaf cluster, to name a few.

When asked why he had chosen a career in the military service, replied:

“I think John F. Kennedy said it best in his inaugural address in 1961. In the long history of the world, only a few generations have been granted the role of defending freedom in it hour of maximum danger. I do not shrink from this responsibility, I welcome it. I do not believe that any of us would exchange places with any other people or any other generation. The energy, the faith, the devotion which we bring to this endeavor will light our country and all who serve it and the flow from that fire can truly light the world.”

Thank you, Mr. Chairman, for this opportunity to testify in full support of Brigadier General Leon Guerrero.

Submitted by:

Former Senator Edward R. Duenas

April 6, 2015

Timothy A. Puzan
240G Enrique San Nicolas St
Talofofo, Guam 96915

April 6, 2015

Senator Thomas C. Ada
Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs
and Procurement
The 33rd Guam Legislature
155 Hesler Street
Hagatna, Guam 96910

Dear Senator Ada:

I appreciate the opportunity to provide the Committee with written testimony in support of the appointment of Brigadier General Roderick R. Leon Guerrero for the position of Adjutant General of the Guam National Guard.

I speak from the position of having served over 35 years in the military service, both active duty Air Force and Guam National Guard. I have served as an enlisted member, and then as a commissioned officer. I have had the opportunity in these years to serve under and with good commanders whom I have learned much from and bad commanders. I am pleased to be able to report that BG Roderick Leon Guerrero is one of the good ones.

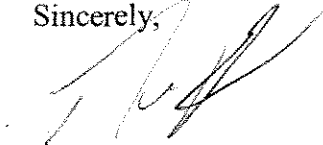
I have known this fine officer for more than 20 years, serving as a commissioned officer with him in the Guam National Guard. I know him to be a steady, level-headed leader, well-liked by the men and women of the Guam National Guard. He is also the recipient of the Combat Action Badge for being under fire in combat during his wartime experience in Afghanistan. I had the unique opportunity to briefly encounter then Lieutenant Colonel Leon Guerrero operating in his capacity as J1 (or personnel officer) and team leader in Kabul, Afghanistan while I served my combat tour there as well. LTC Leon Guerrero exhibited confidence and competence in the war zone, and was clearly up to the challenge in this high-stress environment.

I know BG Leon Guerrero to be a man of integrity who will do the right thing for the right reasons. I know BG Leon Guerrero to be a thoughtful and inclusive leader who will consider the ramifications of his decisions and seek the input of others so as to obtain the diversity of thought that would contribute to gaining a full perspective prior to setting a course of action. I know BG Leon Guerrero to be a principled and well-rounded individual who is mature in his values. He truly cares about the men and women of the Guam National Guard and their families.

Through his long tenure in the service of Guam and the United States of America, both at home and at war, BG Leon Guerrero has become a true leader that his troops will follow with trust and enthusiasm. His moral compass points true north and will guide him forward in his vision as The Adjutant General of a Guam National Guard that represents the island of Guam with the pride and professionalism that echoes its leadership.

It is with this in mind that I humbly present to you my testimony of support for the confirmation of Brigadier General Roderick R. Leon Guerrero as the next Adjutant General of the Guam National Guard.

Sincerely,

A handwritten signature in black ink, appearing to read 'Timothy A. Puzan', written over a light blue horizontal line.

Timothy A. Puzan
Village of Talofofo

Colonel Norman Limtiaco
868E Chalan Kanton Tasi
Yona, Guam 96915
April 6, 2015

Senator Thomas C. Ada

Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and
Procurement

The 33rd Guam Legislature

155 Hesler Street

Hagatna, Guam 96910

Dear Senator Ada:

Thank you for this opportunity to provide you and this committee with testimony for BG Roderick R. Leon Guerrero for the position of The Adjutant General, Guam National Guard. I have been a member of the Guam Army National Guard for over 24 years. I have served initially as an enlisted member and became a commissioned officer in the Guam Army National Guard. I have known BG (GU) Leon Guerrero for over 20 years. .

Mr Chairman, BG (GU) Leon Guerrero is a Soldier and Officer who is, in my opinion, one of the most experienced, and loyal professionals who is more than qualified for the position of Adjutant General. His dedication to his job in the Guam National Guard is one I aspire to meet. His commitment to finishing tasks given to him always ensured organizational success. During the recent change of command ceremony, he was the driving force behind its success. He coordinated and brought the team together to make it a successful event.

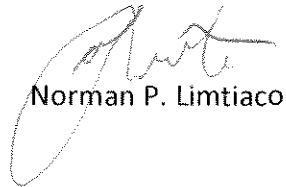
His vast knowledge and experience shows in his candor and demeanor. He remains calm under pressure. He holds people under his watch responsible for the tasks given. I respect him because he is a man of his word. His word is his bond. He makes sure whatever he commits to; he will follow up to completion. I respect this attribute because he is a loyal person.

Speaking of loyalty, I observed BG (GU) Leon Guerrero's loyalty to our Guard personnel while deployed with him in Afghanistan. He was three months from leaving his deployment in Afghanistan, and I was on my way in. He was the person in charge of placing personnel into combat advisor positions. Then, Lieutenant Colonel Leon Guerrero personally met our team in Afghanistan and told us he had placed us in assignments where we could best succeed. He had experience with the whole team back in Guam and knew our strengths and weaknesses. His

ability to see our capabilities and place us properly was not just loyal, but an example of his expertise in management. We were in a quite volatile area in Afghanistan. Because of BG (GU) Leon Guerrero's action, I can honestly say our team came home without major incident. I publicly thank him for his actions. I truly believe he saved my life by putting me in a position that led to a successful completion of a combat mission.

Thank you again for this opportunity to provide you with testimony for BG (GU) Leon Guerrero to be The Adjutant General, Guam National Guard. Should you have questions, I would be most happy to answer them for you.

Sincerely,



Norman P. Limtiaco

Major General Benny M. Paulino
P.O. Box 170363
Inarajan, Guam 96915

April 6, 2015

Senator Thomas C. Ada
Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs
and Procurement
The 33rd Guam Legislature
155 Hesler Street
Hagatna, Guam 96910

Dear Senator Ada:

Thank you for this opportunity to provide you with testimony as to the background, experience and qualifications of BG Roderick R. Leon Guerrero for the position of The Adjutant General, Guam National Guard. As you know, I recently retired from my second tour as the Adjutant General for Guam. It was my pleasure and honor to once again serve Guam, the nation, and the Army and Air Force. The Guam National Guard currently has more than 1,600 members, and is strongly committed to both its federal and local missions.

BG Leon Guerrero has approximately 30 years of service with the Guam Army National Guard. He voluntarily resigned in March 2015 from the Active Guard Reserve (AGR) program in the rank of Colonel. During his service, he served in myriad positions to include command time in a company, Director of Military Personnel, and Chief of the Joint Staff (COJS). He is a graduate of the U.S. Army War College. He is officer branched in the Adjutant Generals Corps.

In particular, Rod received his officer commission through the University of Guam ROTC program in 1988. His initial assignments were as the S2 and XO to HHC, 1-294th Infantry Battalion. He next served as the commander of the 731st MP Company. In 1991, Rod became an AGR. From 1991 to present he served as the Personnel Officer (G1), Assistant Professor of Military Science at UOG ROTC, Recruiting and Retention Manager, 94th CST commander, J3, J1 of the 203rd Afghan Regional Security Command (deployed), J1, and COJS.

I have known Rod since he was a CPT in 1996. He has been a pillar of consistency for the command and was one of the longest serving AGRs with the Guam Army National Guard. He was a part of the growth of the command and its rise to relevance and recognition. His roles during that rise and growth were substantial, as you can see from the above positions he has held. The emphasis of his duties has been in the personnel management field, with said field being a very important key to the growth of the command to where it is today.

Leadership ability is a vital part in the makeup of The Adjutant General. It is critical to the management of the 1,600 members of the Guam National Guard. It defines success or failure. Rod has both the leadership ability and leadership experience to successfully command the Guam National Guard. I look back on his past assignments requiring leadership responsibilities and I find that he is imminently experienced to command. While at UOG ROTC, he mentored future Army officers as the Assistant Professor Military Science. As a Recruiting and Retention Manager, he was responsible for molding recruits into Soldiers. He was Team Leader of a Guam deployment to Afghanistan, shouldering exceptional responsibilities in a theater of war. He commanded one of the larger units in the command, the 105th Troop Command. Finally, he served as the Chief of Joint Staff, with overall responsibility for managing and caring for over 300 full time members of the command and executing command requirements and mission assignments. I can confidently state that he is both qualified and ready for assuming the leadership of the Guam National Guard.

Without hesitation, I unequivocally support his confirmation as the next Adjutant General of the Guam National Guard. I trust in his ability to lead the organization, manage future growth in personnel and construction, and represent the island among military leaders both locally and nationally. He is a dedicated, tireless advocate for Soldiers and Airmen and will take care of members of his command. He has served his island and nation zealously for the past 30 years, and will continue to do so if given the chance.

Thank you again for this opportunity to provide you with testimony as to the background, experience, and qualifications of BG Leon Guerrero to be The Adjutant General. Should you have questions, I would be most happy to answer them for you.

Sincerely,



Benny M. Paulino
Major General (Ret)
Army National Guard

Col Graham Botha
P.O. Box 10287
Tamuning, Guam 96931

April 6, 2015

The Honorable Thomas C. Ada
Chairman, Committee on Transportation, Infrastructure,
Lands, Border Protection, Veterans Affairs, and Procurement

Subject: Testimony on behalf of BG Roderick Leon Guerrero

Thank you Chairman Ada and Senators for giving me the opportunity to testify on behalf of BG Roderick Leon Guerrero at his confirmation hearing to become the 11th Adjutant General of the Guam National Guard. I am Col Graham Botha and have been a member of the Guam Air National Guard since 1995, serving as the Staff Judge Advocate assigned to the Joint Force Headquarters. I am currently employed as the legal counsel for the Guam Power Authority and have been a member of the Guam Bar since 1989.

I am here to testify in favor of the confirmation of BG Leon Guerrero as Adjutant General of the Guam National Guard. BG Leon Guerrero has the necessary skills and professional experience to lead the Guam National Guard as it moves forward to maintain its current missions, and to acquire new missions as they become available. He is very knowledgeable, having served in a multitude of positions in the Guam National Guard, from Combat Medic to military police commander, to recruiting and retention, to Personnel Officer, Troop Commander, to Chief of Joint Staff. BG Leon Guerrero received a Master's of Science in Strategic Studies upon his graduation from the United States Army War College.

BG Leon Guerrero is an excellent choice for the next Adjutant General of the Guam National Guard and is a professional and proven leader. He promotes high ethical standards and is dedicated to leading the organization forward in a time of change. BG Leon Guerrero is accessible to all and communicates well with Guam National Guard members, civilian employees, National Guard Bureau and other military officials.

Thank you Chairman Ada and Senators for your time, and your consideration of the nomination of BG Roderick Leon Guerrero to be the next Adjutant General of the Guam National Guard.

Sincerely,



Col Graham Botha

Colonel Johnny S. Lizama
234 Puga Drive
Yona, Guam 96915
April 6, 2015

Senator Thomas C. Ada
Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and
Procurement
The 33rd Guam Legislature
155 Hesler Street
Hagatna, Guam 96910

Dear Senator Ada:

Thank you for this opportunity to provide you with testimony as to the background, experience and qualifications of BG Roderick R. Leon Guerrero for the position of The Adjutant General, Guam National Guard. I have been a member of this outstanding organization for over 27 years and serve in the active duty and reserves for a total of 37 years. I have served initially as an enlisted member and was afforded the opportunity to become a commissioned officer in the Guam Air National Guard. I have known BG (GU) Leon Guerrero for over 20 of those years. I know him as a true professional who is compassionate toward the troops.

Mr Chairman, if I could relate our evolution as a National Guard to that of Major League Baseball. I by no means say that the profession of arms is game, but easier to understand the progression. We've brought in other players from other teams to play for us. In the meantime we've had our players developing through our Farm system. We've deployed throughout the world for various contingencies. We have graduates from all the levels of Professional Military Education. These developing players have been called-up to the majors time to time to backfill injured players. Now years later we have solid Farm system and players maturing filling all the positions on the field and a solid bench. Mr Chairman we have a Major League Team and professionals at all the positions. BG Leon Guerrero has work his way through our Farm system and been a part of contingencies abroad he is the Captain of this team and primed to be the Adjutant General of the Guam National Guard.

BG Leon Guerrero has the qualifications, experience and vision to be "The Adjutant General – Guam National Guard". BG Leon Guerrero is a family man with family values; he's also a religious man who practices his faith. I see the Guam National Guard growing and maturing more as an organization. We've taken incremental steps of growth in the past, now under BG Leon Guerrero's leadership we are primed to grow by leaps and bounds.

Thank you again for this opportunity to provide you with testimony as to the background, experience, and qualifications of BG Leon Guerrero to be The Adjutant General. Should you have questions, I would be most happy to answer them for you.

Sincerely,

A handwritten signature in black ink, appearing to read 'Johnny S. Lizama', with a large, stylized initial 'J' and 'L'.

Johnny S. Lizama

TESTIMONY ON BEHALF OF
BRIGADIER GENERAL

RODERICK LEON GUERRERO

Senator Ada, Committee Chair, Honorable Senators of this esteemed committee, Thank you for the opportunity for allowing me to provide testimony relevant to this confirmation hearing.

My name is COL Robert A. Crisostomo, I am the Chief of Joint Staff for the Guam National Guard.

It is my distinct honor and privilege to provide testimony in support of BG Leon Guerrero's confirmation and I do so not to support or to offend any partisan camp, but more so to speak openly to the character and leadership qualities of this nominee. I want to also enter for the record, that I am present here today, the 6th of April 2015, on leave status and I make my statements freely and without any undue pressure. I wear this uniform proudly for it affirms my dedication to a time honored institution-The United States Army.

I have been graced with the advantage of knowing BG Roderick R. Leon Guerrero for more than twenty five years. We started out together in the Reserve Officer Training Corps (ROTC) Program at UOG in the late 1980s. We were both young cadets and he was a class ahead of me. He was a Tactical Officer at the time and I was a trainee. I remember distinctly on one training session, I was covered in sweat, exhausted from the grueling physical training he was putting us through; I was on the ground looking up at him and asked him if all this was worth it. He looked down at me and responded with "only time will tell".

How true and foretelling. Here we are twenty seven years later; BG Leon Guerrero nominated by the Governor to the highest position within the Guam National Guard and I am his selectee to serve as his Chief of Joint Staff. Time, Sir has definitely spoken, and I hear it saying yes, it has certainly been worth the ride!!!

I would like to frame my comments about BG Leon Guerrero in terms of the core values that we were born into when we entered this fine institution called the United States Army. These Core values are LOYALTY, DUTY, RESPECT, SELFLESS SERVICE, HONOR, INTEGRITY, and PERSONAL COURAGE.

As leaders we are confronted with a myriad of complex issues and situations requiring immediate responses and when we are afforded the luxury of time, we do so to deliberate and consider all options before making life impacting decisions; these core values keep us grounded and serve as our moral compass when rendering tough and difficult decisions. I can say without hesitation that throughout his decorated career, BG Leon Guerrero has engaged these core beliefs during times of strife and uncertainty.

LOYALTY-BG Leon Guerrero is the first General Officer product of the University of Guam's ROTC program. This accomplishment speaks to the maturity of the ROTC program and its commitment of producing quality Officers for the Army. It further exemplifies BG Leon Guerrero's leadership qualities. He has grown from Private First Class to his current rank as BG all within the Guam National Guard. As

most of the Officers within the Guam Guard are products of the University of Guam ROTC program, we are extremely proud that such a talent hails from our very own UOG or the "Big G". He is a grounded and professional leader who genuinely cares for this organization. Therefore his loyalty to this organization is unquestionable. His roots and therefore his experience were defined in this organization and he has done well with the knowledge and experience.

The second core value is that of DUTY. BG Leon Guerrero has served this organization and the Army with distinction. He is a decorated Veteran who deployed to Afghanistan serving as the Officer in Charge of a 13 man Embedded Training Team. His team's mission was to train Afghanistan Soldiers to be self reliant and tactically proficient to fend off any influence of terrorism. Before his deployment, BG Leon Guerrero served in numerous and varied capacities of leadership throughout his Officer career. Duty to his country, island, the Army and Guam National Guard is noteworthy.

RESPECT is the next core value. This aspect of leadership guides our morals and defines our mannerism. BG Leon Guerrero is grounded on Respect. Respect for Soldiers, Airmen, and their families. Respect for all civilian employees and most especially respect for our community and how they view the Guard. He often reminds me to be humble and cognizant of how others perceive our actions. Moreover, he is a true advocate of diversity and recognizes the untapped strength that can be harnessed from a diverse but like minded group of individuals. He may not agree with everything offered; but he respects the opportunity to offer divergent thoughts- a mark of an experienced and compassionate leader.

This brings us to SELFLESS SERVICE. He is workaholic, who gives a tremendous amount of his time to the organization, Soldiers, Airmen and their families. He is a giving leader and one who recognizes that his needs are always second to that of his subordinates. His character demands that he work any issues to its final conclusion without hesitation or delay. He demands immediate attention and response to Soldier or Airmen issues and drives the staff to take immediate action so that the families can be assured of an answer without delay.

I witnessed just the other day a truly selfless service and sacrifice that this man has made with regard to this confirmation hearing. Last week, in a Command and Staff meeting to discuss the FSM situation, he announced to everyone present that this confirmation Hearing was scheduled for today, and although he appreciates all the support for those who volunteered to testify, he is highly discouraging anyone below the rank of COL from showing up today and to stay at work and continue the business of supporting our Traditional Soldiers and Airmen and their families. He further offered that those who would like to provide testimony against him are absolutely welcome and should not be dissuaded in any way- This example of selfless service is absolutely noteworthy. He is a giving leader who sacrifices his needs for those who really need.

HONOR and INTEGRITY, are qualities that BG Leon Guerrero is certainly not lacking. Honor is not only doing the right thing; moreover, it is dealing with the consequences of the choices we make as leaders. As a leader, he takes each decision to heart and personalizes each decision with genuine concern and urgency. He is a man of his word and commits himself to making the best and most advantageous decisions for the Soldiers and Airmen.

And finally the last core value, PERSONAL COURAGE. It's not easy making unpopular decisions as leaders; but it is one that must be executed without hesitation. BG Leon Guerrero is not a flawless man. He recognizes his limitations and accepts his flaws. He encourages everyone to hold true to their personal values and ethics and don't let fear define who you are. I know from experience and my many dealings with the General, he will make the right decisions even if it is at his expense. That is the hallmark of an exceptional leader.


Honored Senators,

BG Leon Guerrero is here before your committee to be scrutinized if he is worthy to be the Director of the Department of Military Affairs; coincidentally this GOVGUAM position is synonymous with being the Adjutant General of the Guam National Guard. Looking at this scenario logically, his military and vast leadership experience is what we refer to as a Combat multiplier for the DMA position. He brings a wealth of experience in leadership and would catapult that department from its current status to new unrealized potential.

BG Leon Guerrero is the right leader for the position. He would bring credibility, relevancy and efficiency to both the Department of Military Affairs and the Guam National Guard. It's certainly time that a home grown son of Guam takes his rightful place as the Adjutant General of the Guam National Guard. Make no mistake; he is joining an esteemed group of former TAGs who have left their legacy on this organization.

Senators the decision before the committee today is one of great importance to the Guam National Guard and the Department of Military Affairs. It is a decision that transcends partisan lines and will affect many individuals one way or another. Based on the facts presented, I hope that I've made a compelling reason to affirm BG Leon Guerrero's nomination so that he can begin the arduous task of moving the Guam National Guard and the Department of Military Affairs to new horizons yet to be realized.

Thank you again for the opportunity to testify and I hope that it has provided you with some insight into the quality of this fine leader. Thank you.



ROBERT A. CRISOSTOMO
COL, Guam National Guard
Chief of Joint Staff

Major General Donald J. Goldhorn, US Army (Retired)

PO Box 13084

Santa Rita, Guam 96915

dgoldhorn@yahoo.com

3 April 2015

Senator Thomas C. Ada
Ada Plaza Center, Suite 207
173 Aspinall Avenue
Hagatna, Guam 96910

SUBJECT: Confirmation of BG(GU) Roderick Leon Guerrero

Dear Senator Ada:

I am writing to express my full support of the confirmation of BG(GU) Roderick Leon Guerrero as the Adjutant General for the Guam National Guard.

I have had the pleasure to serve with BG(GU) Leon Guerrero in my capacity as the Chief of Staff of the Guam Army National Guard and later as the Adjutant General for the Guam National Guard. I have always found him to be an officer of the highest moral character with uncompromising integrity, loyalty, and values. I am always impressed with his focus on the welfare of Soldiers and their families, and I am confident this philosophy will be central to his command as the Adjutant General. Along with his spouse, Mary, I know they will provide the necessary leadership to strengthen existing family readiness programs.

A critical duty of the Adjutant General is to develop positive relationships with both local and national leadership in order to secure adequate resourcing for our Soldiers and Airmen/women. These resources are imperative in ensuring both island and federal missions can be successfully accomplished. BG(GU) Leon Guerrero most assuredly possesses these necessary attributes, and will undoubtedly succeed in carrying out these important duties.

BG(GU) Roderick Leon Guerrero's confirmation as the Adjutant General will clearly be in the best interest of the island of Guam, our nation, as well as the Soldiers, Airmen and women of the Guam National Guard. I endorse, without reservation, his confirmation.



MG Donald J. Goldhorn
US Army (Retired)

David J. Sablan

191 Talisay Drive
Santa Rita, Guam 96915
Tel: (671) 482-4647

April 2, 2015

The Honorable Thomas C. Ada, Chairman
COMMITTEE ON TRANSPORTATION, INFRASTRUCTURE, LANDS,
BORDER PROTECTION, VETERANS AFFAIRS, AND PROCUREMENT
33rd Guam Legislature
155 Hesler Place
Hagatna, Guam 96910

Hafa 'Dai, Mr. Chairman and Members of the Committee:

**Subject: Testimony in Support of Brigadier General Roderick R. Leon Guerrero
to be Director of the Guam Department of Military Affairs**

My name is David J. Sablan, a resident of Santa Rita. I am hereby submitting testimony in support of Brigadier General Roderick R. Leon Guerrero to be the Director of the Department of Military Affairs.

In my capacity as the state chairman of the Guam – CNMI State Committee of the Employer Support of the Guard and Reserve (commonly known as ESGR), a volunteer organization under the Office of the Assistant Secretary of Defense for Reserve Affairs, I periodically come in contact with Brigadier General Leon Guerrero. He is a fine soldier and leader. He has the respect of his superiors; of his colleagues in the Guam National Guard; and of the soldiers and airmen now under his command.

Rod Leon Guerrero committed himself to the life of a career military man, and for the past 30 years he has been vigilant in protecting our liberties and freedom and our lives from enemies foreign and domestic. As a member of the Guam National Guard, and now as the Adjutant General, he serves at the call of the President of the United States; and at the call of the Governor of Guam to take care of security and other duties required of him and his soldiers and airmen in times of calamities and disasters.

He's seen combat in Afghanistan in support of Operation Enduring Freedom in 2007-2008, and upon his return from combat deployment, he served as Commander of the 105 Troop Command unit of the Guam National Guard. Before his recent promotion to Brigadier General, Rod served as the Chief of Staff to the former Adjutant General of the Guam National Guard, Major General Benny M. Paulino. No doubt, from the time he enlisted in 1985, Brigadier General Roderick Leon Guerrero has demonstrated true leadership, rising from the rank of Private First Class to that of Brigadier General of the Guam National Guard. Thirty years of a clean, unblemished record of service and achievements.

As part of our ESGR mission, we promote the qualities of trained Reservists and Guardsmen to employers, business owners, local and federal government officials. We encourage these employers to seek and hire service members in our Guard and Reserve because of skills they acquired in the military, and because of qualities engrained in them through routine training such as discipline; respect for authority; having a can-do attitude; being on time; being drug-free; being physically fit, and demonstrating leadership. Brigadier General Rod Leon Guerrero epitomizes these qualities, and if he did not devote himself entirely to his military career, he surely would have been a successful businessman or a sought-after public servant in another line of work.

Rod Leon Guerrero comes from a loving and caring family. We all know his father, Wilfred Leon Guerrero, who was the president of the University of Guam at one time; and his mother, Virginia, who served the people of Guam as a librarian. Both served our people well with honor and distinction.

Rod is married to a wonderful lady, Mary, who has stood by his side, through good times and rough times. Together they raised a beautiful family, although more credit for raising the family probably should go to Mary Cruz Leon Guerrero, as Rod spent most of his time serving our people and our nation! Notwithstanding, he is and continues to be a good provider, father and husband.

All have contributed to the character and development of principles and a sound moral disposition of the man who is before you and this legislative body, seeking your vote of confidence to be the Director of the Department of Military Affairs. Rod Leon Guerrero, I am proud to say from my association with him, is a man of honor and a true public servant.

Suffice it to say, Mr. Chairman and Senators, Brigadier General Rod Leon Guerrero has the capacity to serve our Country and Island and our People as the Adjutant General of our Guam National Guard and at the same time as our Director of the Department of Military Affairs.

I humbly ask for your support and vote of confidence to confirm Brigadier General Roderick R. Leon Guerrero to head our Department of Military Affairs.

Thank you for this opportunity to submit this testimony in support of a fine gentleman of Guam.

Sincerely yours,



David J. Sablan



L Carl Peterson CFP CRPC MSFS
CIVILIAN AIDE
TO THE
SECRETARY OF THE ARMY
FOR GUAM & MICRONESIA



April 3, 2015

To: Senator Tom Ada

Subject: Confirmation of BG Roderick Leon Guerrero as The Adjutant General for the Air and Army Guard.

Honorable Senator Ada:

The purpose of this communication is to express support for BG Leon Guerrero at his confirmation hearing coming up soon.

He is a fine Soldier with a great record, he is a solid family man/he and Mary are great parents, and he is dedicated to raising the bar for our Guard - developing new and more challenging opportunities for our local men and women who are dedicated to serving our country through the Guard. I have known him for many years and find him to be a very principled person with great integrity.

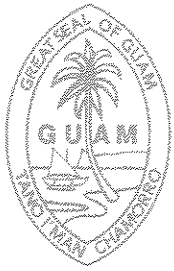
As far as I know the requisite paperwork for Mr. Leon Guerrero's promotion has already cleared the Federal Promotion Board and that there is no reason to expect the official notification will be delayed later than the 3rd quarter of this year.

I therefore recommend his earliest confirmation and your support thereof.

Very respectfully

**Carl Peterson, CASA
Guam**

415 Chalan San Antonio Suite 210
Tamuning, GUAM 96913
Phone: (671) 646-0000 Fax: (671) 649-0014



GOVERNMENT OF GUAM
DEPARTMENT OF MILITARY AFFAIRS
(DIPATTAMENTON ASUNTON MILITAT)
430 Army Drive, Bldg. 300
Barrigada, Guam 96913-4421

Senator Thomas C. Ada
Chairperson of the Committee on Transportation,
Infrastructure, Lands, Border Protection, Veterans'
Affairs and Procurement
33rd Guam Legislature
Suite 207, Ada Plaza Center, 173 Aspinall Ave
Hagatna, Guam, 96910

Dear Senator Ada:

Thank you for the opportunity to provide you with testimony as I seek your support for confirmation to be the 11th Adjutant General of the Guam National Guard and the Director of the Department of Military Affairs.

I want to thank you for your interest and support to the Guam National Guard throughout the years, and in particular, I want to thank-you for introducing Bill 242-31 that was passed and signed into law by Governor Eddie Baza Calvo on 4 October 2011. Public law 31-119 changed the qualifications, selection and tenure of the Adjutant General of the Guam National Guard.

It is a privilege and an honor to serve as the leader of the Guam National Guard and the Director of Military Affairs. Being a Guardsman for almost 30 years, I've seen the hard work, struggles and pain by previous leaders of the Guam Guard, to grow and sustain the organization. As an individual I worked hard, dedicated many hours, missed many holidays and special occasions away from my family to mature and grow with the Guam Guard.

I come from a humble family; I am the son of Wilfred and Virginia Leon Guerrero. I was born into a family that believed that education is important. My parents were determined and diligent in promoting education, tradition, dedication and commitment and it is because of them, I have a solid foundation of being a leader.

My career as an officer started after I received my commission from the University of Guam Reserve Officer Training Corp (ROTC) Program in May of 1988. I was commissioned as a Second Lieutenant and was branched, Military Intelligence. My first assignment was the Assistant S-2 or Assistance Intelligence Officer for the 1st 294th Infantry Battalion. Later, due to a shortage of officers, I was reassigned and given command of the 721st Military Police Company. I obtained this command prior to completing an officer basic course; this required me to re-branch as a Military Police Officer.

While I was attending the Military Police Officer Basic Course, I applied for an Active Guard Reserve or AGR position. I was selected and upon my return from my basic course, I worked as a personnel officer for several years. As a First Lieutenant Personnel Officer, I was required to work with several Chiefs of Staffs and Adjutant Generals. Throughout my career I worked directly for General Paulino, General Goldhorn, General Duenas, and COL Sudo. My Chief of Staff supervisors included COL Bolin from Montana, COL Smith from Pennsylvania, and Chief of Staffs from Guam that I had the pleasure to work for to include COL Santo Tomas, COL Castro and COL Illarmo. My assignments outside the Guam National Guard included a tour at the University of Guam and a deployment to Afghanistan that gave me an opportunity to work with leaders from active duty. Leaders include MAJ Brotherton, COL Acton and COL Waterman. I mention all these names to demonstrate that I've been exposed to a variety of leaders with various leadership styles, personalities and attributes. I've been influenced by many leaders; I look at the strength of their leadership and try to emulate them.

Personnel is my strength, I've worked in different personnel positions in over 10 years. One of my significant accomplishments as the J1 or the Director of Personnel was working with Army National Guard Bureau to increase the full time support program. I implemented the Technician Program in 2009 in the Guam Army National Guard. Prior to implementing the technician program, the Guam Army National Guard was authorized to hire 209 soldiers on Active Guard Reserve or AGR Program. The technician program allowed for the full time support program to increase by 27%. The program is presently in full swing...By 2017, the Guam Army National Guard will be authorized 265 full-time support personnel to include civilians.

I've had the good fortune to serve in positions other than personnel. My key developmental assignments include Commander of the 105th Troop Command. I was selected to be the first Commander of the 94th Civil Support Team/Weapons of Mass Destruction. I was the J3 or the Operations Officer and was responsible for deploying trained and qualified Soldiers to Afghanistan and Iraq. As the J3, I was responsible for deploying Airmen and Soldiers to assist Louisiana to help in the recovery efforts of Hurricane Katrina.

As the J3, I felt uneasy because I was requiring Soldiers to do what I never did, deploy to a combat zone. By this time, I re-branched as an Adjutant General Officer...I searched for a deployment mission and it was a challenge to find one for a Lieutenant Colonel. My persistence finally paid off and I found a deployment for a 16 man team called an Embedded Transition Team. The mission of the team was to train and mentor an Afghan Battalion for combat support operations. I was able to assemble an all volunteer 16 man team. When officers got word of the team I was assembling, some wanted to join the team, unfortunately, I had to turn them away.

While I deployed, I experienced firsthand what some of our Service Members experienced such as being away from family...it was difficult...however being away from family was easy in comparison to being exposed to constant danger. I lived thru rocket, mortar and machine gun fire. I lived thru the fear, stress, and anxiety that Service members, who've been to a combat zone experienced. The trauma of my experience was heartfelt. I have learned that if the trauma of exposure is not recognized and appropriately addressed, the consequence is that it evolves to various degrees of Post Traumatic Stress Disorder commonly known as PTSD. PTSD can manifest itself as late as 5 years after being exposed to trauma and if left untreated could result in the inability to cope with everyday life experiences.

Last year, the Guam Guard concluded its largest deployment. All Soldiers completed a comprehensive demobilization process that included a physical and behavioral health screening prior to returning to Guam. Additionally, ninety days after the Battalion returned to Guam they completed another physical and behavioral health screening. Despite the thorough process we continue to identify Service Members who have conditions related to deployment. To date we have 34 Soldiers assigned to the Warrior Transition Battalion (WTB) located in Hawaii. Two of the 34 were able to receive treatment on Guam under a remote care program. All these Soldiers remain on active duty status receiving treatment for a variety of reasons ranging from physical ailments to behavioral health. We review the status of each Soldier assigned to the WTB on a regular basis to ensure that the Soldiers and their families are taken care of.

In the next few years, my focus as the next Adjutant General would be to increase resiliency training. The Guam National Guard has 42 resiliency trainers and 30 certified suicide intervention officers. The increased resiliency training will provide more opportunity for all levels of the organization to identify Service Members who may need assistance in dealing with a deployment issue or may need help coping with a life crises.

A very recent significant accomplishment of mine was to start a Sexual Assault Review Board or SARB. I established the SARB in May of 2014 as the Chief of Joint Staff. Monthly, the board reviews all reported cases of sexual assault. To date, we have no restricted cases and 4 active unrestricted cases. The board ensures that victims receive proper care; that an investigation is conducted and completed fairly, and if necessary, disciplinary action is taken against the perpetrator. Lastly, the board ensures that all service members complete sexual assault awareness training annually. The importance of this board exhibits to service members that sexual assault is not tolerated. It demonstrates to the public that we are able to police and be responsible for ourselves. I am committed to the prevention of sexual assault at all levels of the organization...to show my commitment this upcoming drill, I will sign a proclamation proclaiming April as Sexual Assault Awareness and Prevention Month in the Guam National Guard with all Commanders present.

One existing challenge the Guam Guard continues to see is the high unemployment rate amongst its members. To address this, the program Keep Your Guard Up was implemented. The indicator for this was The 20% unemployment rate in the Guam Guard. To increase job opportunity awareness, the personnel staff is working with the Department of Labor and Department of Administration to receive job announcements. We will post job announcements on our personnel bulletin board as well as provide links to DOA and DOL websites on the Guam Guard website. Additionally, as part of the Program, an officer assists service members with resume writing and job seeking skills such as completing the job application and teaching job interview skills to successfully obtain employment.

A long term solution would be to increase service member civilian job skills. I've approved to start a pilot training program with the University of Guam with a unit in the Guam Guard. The commander of the unit is working to improve writing skills for service members and is also working with other commanders to get their service members to participate in the training. If successful, this program is the beginning of other training programs and partnerships for future implementation with the University of Guam and the Guam Community College to offer more resources and therefore increase options for the service members and their families.

Another resource available to assist in the success of service members is fiscal/financial training. The idea is that promoting financial stability through education will reduce stress for those service members who are in need of financial assistance due to the loss of income from a deployment. My staff and commanders will identify service members needing financial assistance. We will work with the banking association to help develop realistic options and favorable outcomes for service members.

Financial planning will help develop realistic income expectations for service members. In the past year, media coverage regarding the abuse of the housing Allowance by Guam Guardsmen has increased. The media coverage stems from an investigation conducted in 2012. There are some cases still pending. As investigators receive additional information, more indictments may be coming. Since the investigation, we have implemented internal control measures to prevent service members from abusing the system. In the fall of 2014, a team from the National Guard Bureau reviewed the changes we made to our procedures to process housing allowance payments. The team made additional recommendations to include hiring a housing officer to manage the overseas housing allowance program. Presently, we are in the process of hiring a housing officer and this will be completed in the near future.

In closing, I would like to put some of the challenges I have presented here today into perspective. Yes, the Guam Guard has challenges, as other agencies and organizations do, and these challenges will be resolved by leaders in the organization and with the help and support of local island leaders and the community. John F. Kennedy wrote "Leadership and learning are indispensable to each other." What this means to me is this.

It is my responsibility to develop future Guam Guard leaders to be morally and ethically sound, to embrace diversity and allow for them to use their knowledge and skills to think for themselves. I am confident that with proper training, and if empowered and mentored, leaders at all levels of the Guam Guard will be confident to identify and resolve challenges together.

My leadership is about enhancing knowledge and skills to make people better...It is my vision to utilize my role to facilitate positive change, to foster strong relationships for the exchange of ideas and to move the organization forward...The result: to sustain and strengthen the Guam National Guard to be innovative and relevant to the federal government and our island so that when it is time for me to pass on the baton to the next leader, the impact of my leadership will be evident long after I'm gone.

Thank you.



RODERICK R. LEON GUERRERO
Acting Director of Military Affairs



COMMITTEE ON RULES

I Mina'trentai Tres na Liheslaturan Guåhan • The 33rd Guam Legislature

155 Hesler Place, Hagåtña, Guam 96910 • www.guamlegislature.com

E-mail: roryforguam@gmail.com • Tel: (671)472-7679 • Fax: (671)472-3547

Senator
Rory J. Respicio
CHAIRPERSON
MAJORITY LEADER

Senator
Thomas C. Ada
VICE CHAIRPERSON
ASSISTANT MAJORITY LEADER

Speaker
Judith T.P. Won Pat, Ed.D.
Member

Vice-Speaker
Benjamin J.F. Cruz
Member

Legislative Secretary
Tina Rose Muna Barnes
Member

Senator
Dennis G. Rodriguez, Jr.
Member

Senator
Frank Blas Aguon, Jr.
Member

Senator
Michael F.Q. San Nicolas
Member

Senator
Nerissa Bretania Underwood
Member

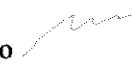
V. Anthony Ada
MINORITY LEADER

Mary C. Torres
MINORITY MEMBER

March 25, 2015

MEMORANDUM

To: Rennae Meno
Clerk of the Legislature

From: Senator Rory J. Respicio 
Majority Leader & Rules Chair

Subject: Referral of Appointment

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

Appointee: Colonel Roderick R. Leon Guerrero
Position: The Adjutant General, Department of Military Affairs

For a copy of Colonel Leon Guerrero's appointment packet, please visit the Guam Legislature's website at www.guamlegislature.com. Under the "Reports" menu select the "Messages & Communications" option and refer to:

"Doc. 33GL-15-0260: Governor's message transmitting the appointment of Colonel Roderick R. Leon Guerrero, to serve as The Adjutant General, Department of Military Affairs."

Please ensure that the subject appointment is referred, in my name, to **Senator Thomas C. Ada, Chairperson of the Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement**. I also request that the same be forwarded to all Senators of *I Mina'trentai Tres Na Liheslaturan Guåhan*.

Should you have any questions, please feel free to contact our office at 472-7679.

Si Yu'os ma'åse'!

I Mina Trentai Tres Na Liheslaturan Guahan
 Appointment Log Sheet

Date Received	M&C No.	Appointee	Position	Agency	Appt. Date	Term Length	Expiration Date of Action	Expiration Date of Term	Committee Referred	Date Referred	PH DATE	CR Filed	Confirmed	Notes
03/24/15	33GL-15-0260	Roderick R. Leon Guerrero	The Adjutant General	Department of Military Affairs	03/20/15	To serve at the pleasure of the Governor			Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs and Procurement	03/25/15				



Senator Tom Ada

Charlene Flores <flores@senatorada.org>

1st Notice of Public Hearing: April 6, 2015 at 9:00am and 1:30pm.

Charlene Flores <flores@senatorada.org>

Mon, Mar 30, 2015 at 11:45 AM

To: Media <media@senatorada.org>, phnotice@guamlegislature.org, phmaterials@guamlegislature.org, Eric Palacios <eric.palacios@epa.guam.gov>, Conchita San Nicolas Taitano <conchita.taitano@epa.guam.gov>, vincent.pereira@epa.guam.gov, michael.omallan@epa.guam.gov, don.quinata@epa.guam.gov, william.austin@fe.navy.mil, jbenavente@gpagwa.com, mcamacho@gpagwa.com, gbotha@gpagwa.com, rwiegand@gpagwa.com, David Leddy <dleddy@guamchamber.com.gu>, ccastro@guamchamber.com.gu, rdelgado@guamchamber.com.gu, info@ghra.org, bill.ada@ipehq.com, catherine.leonguerrero@exxonmobil.com, ddean@sppcorp.com, jbrown@portguam.com, frpangelinan@portguam.com, thomas@guamwaterworks.org, annborja@guamwaterworks.org, staylor@guamwaterworks.net, heidi@guamwaterworks.org, joseph.verga@gmha.org, Glenn LG <glenn.leonguerrero@dpw.guam.gov>, eleanor.borja@dpw.guam.gov, jessie.pelican@dpw.guam.gov, Maria Flores <maria.flores@revtax.guam.gov>, john.camacho@revtax.guam.gov, Simon Sanchez <gdcmgr@ite.net>, lsablan@gpagwa.com, jtduenas@hotmail.com, jeffcharjohnson@hotmail.com, horeckylaw@teleguam.net, horecky@ite.net, ndynvn@yahoo.com, Lou Palomo <lpalomo@guampuc.com>, Marie Villanueva <marie@guam-peals.org>, Tammy Bamba <tammy.bamba@grta.guam.gov>, rick.agustin@grta.guam.gov, teresa.topasna@land.guam.gov, Ronnie Santos <ronnie.santos@clb.guam.gov>, michael.borja@land.guam.gov, dlmdir@land.guam.gov, david.camacho@land.guam.gov, dfbrooks@guamopa.org, jngo@ozemail.com.au, raunderwood@uguam.uog.edu, jpeterson@uguam.uog.edu, lmtoves@uguam.uog.edu, raymond.blas@dpr.guam.gov, pedro.leonguerrero@cqa.guam.gov, raffaele.sgambelluri@cqa.guam.gov, briana.roberto@cqa.guam.gov, benny.m.paulino@us.army.mil, johnny.lizama@ang.af.mil, john.unpingco@gvao.guam.gov, chuck.ada@guamairport.net, peterroy@guamairport.net, rosieb@guamairport.net, Chace Anderson <candersongbb@gmail.com>, Alicia Fejeran <avfejeran@gmail.com>, csr@guamcell.net, Clayton Duvall <clayton4gppc@hotmail.com>, Chris Felix <felix@guam.net>, rjdguzman@hotmail.com, mail@cmlaw.us, claudia.acfalle@gsa.guam.gov, superintendent@gdoe.net, racruz@trf.com, djtydingco@gta.net, jkriegel@docomopacific.com, jlai@docomopacific.com, Richard Yu <richard.yu@choicephonellc.com>, Rene Lao <rene.lao@choicephonellc.com>, john.compton@itehq.net, mcogadmin@teleguam.net

March 30, 2015

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: Senator Thomas C. Ada, *Chairperson*

Subject: **1st Notice of Public Hearing: April 6, 2015 at 9:00am and 1:30pm.**

Please be advised that the Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs, and Procurement will be conducting a public hearing on **Monday, April 6, 2015 at 9:00am and 1:30 p.m.** This meeting will take place in the public hearing room of *Liheslaturan Guahan*. The agenda is as follows:

9:00 a.m.

Bill No. 33-33(COR) - T.R. Muña Barnes

An act to rezone Lot No. 5228-R4-R2-1, Barrigada, Guam, from Agricultural Zone (A) to Commercial Zone (C).

Bill No. 55-33(COR) -T.R. Muña Barnes

An act to approve the lease between the Government of Guam and the Palauan Community Association of Guam.

Bill No. 57-33(LS) - F.F. Blas, Jr.

An act to add paragraphs (i) and (j) to §40128, Division 4, Chapter 40, Title 5 Guam Code Annotated, and to authorize the Director of the Department of Land Management to include the Mayors in their zoning and construction forms.

Bill No. 62-33 (LS) – T.C. Ada

An act to amend § 32113(b) of Chapter 32, Title 22, Guam Code Annotated, relative to required experience for Professional Engineers, Professional Architects and Professional Land Surveyors, and clarifying processes for applicants.

Bill No. 63-33 (LS) – T.C. Ada

An act to *add* a new subsection (yy) to § 1102 of Chapter 1, Title 16, Guam Code Annotated, and to *amend* § 26104(c) of Chapter 26, Title 16 Guam Code Annotated, relative to adding limousines to definitions and exemptions.

1:30 p.m.

The Executive Appointment of Colonel Roderick Leon Guerrero to serve as the Adjutant General of the Department of Military Affairs.

The Executive Appointment of Mr. Tae S. Oh to serve as a member of the Guam Land Use Commission.

Testimony on Bill No. 33-33(COR), Bill No. 55-55(COR), Bill No. 57-33(LS), Bill No. 62-33 (LS), Bill No. 63-33 (LS) and the Executive Appointment of Colonel Roderick Leon Guerrero and Mr. Tae S. Oh should be addressed to Senator Thomas C. Ada, Chairperson, and will be accepted via hand delivery to our office, our mailbox at the Main Legislature Building at 155 Hesler Place, Hagåtña, Guam 96932, via email to office@senatorada.org, or via facsimile to (671) 473-3303 until **Monday, April 13, 2015 at 5:00pm**. Individuals

requiring special accommodations, auxiliary aids, or services should submit their request to Charlene Flores at 473-3301. Please feel free to contact my office should you have any questions or concerns.

--

Charlene Flores

Policy Analyst

Office of Senator Thomas C. Ada

I Mina'trentai Tres na Libeslaturan Guåhan - 33rd Guam Legislature

671-473-3301

 **1st PH Notice.pdf**
598K



Senator Tom Ada

Charlene Flores <flores@senatorada.org>

2nd Notice of Public Hearing: April 6, 2015 at 9:00am and 1:30pm.

Charlene Flores <flores@senatorada.org>

Thu, Apr 2, 2015 at 8:31 AM

To: Media <media@senatorada.org>, phnotice@guamlegislature.org, phmaterials@guamlegislature.org, Eric Palacios <eric.palacios@epa.guam.gov>, Conchita San Nicolas Taitano <conchita.taitano@epa.guam.gov>, vincent.pereira@epa.guam.gov, michael.omallan@epa.guam.gov, don.quinata@epa.guam.gov, william.austin@fe.navy.mil, jbenavente@gpagwa.com, mcamacho@gpagwa.com, gbotha@gpagwa.com, rwiegand@gpagwa.com, David Leddy <dleddy@guamchamber.com.gu>, ccastro@guamchamber.com.gu, rdelgado@guamchamber.com.gu, info@ghra.org, bill.ada@ipehq.com, catherine.leonguerrero@exxonmobil.com, ddean@sppcorp.com, jbrown@portguam.com, frpangelinan@portguam.com, thomas@guamwaterworks.org, annborja@guamwaterworks.org, staylor@guamwaterworks.net, heidi@guamwaterworks.org, joseph.verga@gmha.org, Glenn LG <glenn.leonguerrero@dpw.guam.gov>, eleanor.borja@dpw.guam.gov, jessie.pelican@dpw.guam.gov, Maria Flores <maria.flores@revtax.guam.gov>, john.camacho@revtax.guam.gov, Simon Sanchez <gdcmgr@ite.net>, Isablan@gpagwa.com, jtduenas@hotmail.com, jeffcharjohnson@hotmail.com, horeckylaw@teleguam.net, horecky@ite.net, ndynvn@yahoo.com, Lou Palomo <lpalomo@guampuc.com>, Marie Villanueva <marie@guam-peals.org>, Tammy Bamba <tammy.bamba@grta.guam.gov>, weezierivera@hotmail.com, rick.agustin@grta.guam.gov, teresa.topasna@land.guam.gov, Ronnie Santos <ronnie.santos@clb.guam.gov>, michael.borja@land.guam.gov, dlmdir@land.guam.gov, david.camacho@land.guam.gov, dfbrooks@guamopa.org, jngo@ozemail.com.au, raunderwood@uguam.uog.edu, jpeterson@uguam.uog.edu, lmtoves@uguam.uog.edu, raymond.bias@dpr.guam.gov, pedro.leonguerrero@cqa.guam.gov, raffaele.sgambelluri@cqa.guam.gov, briana.roberto@cqa.guam.gov, benny.m.paulino@us.army.mil, johnny.lizama@ang.af.mil, john.unpingco@gvao.guam.gov, chuck.ada@guamairport.net, peterroy@guamairport.net, rosieb@guamairport.net, Chace Anderson <candersongbb@gmail.com>, Alicia Fejeran <avfejeran@gmail.com>, csr@guamcell.net, Clayton Duvall <clayton4gppc@hotmail.com>, Chris Felix <felix@guam.net>, rjdguzman@hotmail.com, mail@cmlaw.us, claudia.acfalle@gsa.guam.gov, superintendent@gdoe.net, racruz@gtrf.com, djtydingco@gta.net, jkriegel@docomopacific.com, jlai@docomopacific.com, Richard Yu <richard.yu@choicephonellc.com>, Rene Lao <rene.lao@choicephonellc.com>, john.compton@itehq.net, mcogadmin@teleguam.net, bmomayor@teleguam.net, MELISSA SAVARES <melissa.savares@gmail.com>, tae@teleguam.net, roderick.leonguerrero.mil@mail.mil, rodericklionwarrior@icloud.com

April 2, 2015

MEMORANDUM

To: All Senators, Media, and Stakeholders

Fr: Senator Thomas C. Ada, *Chairperson*

Subject: **2nd Notice of Public Hearing: April 6, 2015 at 9:00am and 1:30pm.**

Please be advised that the Committee on Transportation, Infrastructure, Lands, Border Protection, Veterans' Affairs, and Procurement will be conducting a public hearing on **Monday, April 6, 2015 at 9:00am and 1:30 p.m.** This meeting will take place in the public hearing room of *Liheslaturan Guahan*. The agenda is as follows:

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Bill No. 57-33(LS) - F.F. Blas, Jr.

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Testimony on Bill No. 33-33(COR), Bill No. 55-55(COR), Bill No. 57-33(LS), Bill No. 62-33 (LS), Bill No. 63-33 (LS), the Executive Appointment of Colonel Roderick R. Leon Guerrero and the Executive Appointment of Mr. Tae S. Oh should be addressed to Senator Thomas C. Ada, Chairperson, and will be accepted via hand delivery to our office, our mailbox at the Main Legislature Building at 155 Hesler Place, Hagåtña, Guam 96932, via email to office@senatorada.org, or via facsimile to (671) 473-3303 until **Monday, April 13, 2015 at 5:00pm**. Individuals requiring special accommodations, auxiliary aids, or services should submit their request to Charlene

Flores at 473-3301. Please feel free to contact my office should you have any questions or concerns.

—

Charlene Flores

Policy Analyst

Office of Senator Thomas C. Ada

I Mina'trentai Tres na Libeslaturan Guåhan - 33rd Guam Legislature

671-473-3301

 **2nd PH Notice.pdf**
615K

Listserv: phnotice@guamlegislature.org

Updated as of March 25, 2015

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Updated as of March 25, 2015

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Updated as of March 25, 2015

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Sen. Thomas Ada

Chairman

Committee on Transportation, Infrastructure, Lands,
Border Protection, Veterans' Affairs and Procurement
I Mina Trentai Tres Na Liheslaturan Guåhan • 33rd Guam Legislature

AGENDA

PUBLIC HEARING

Monday, April 6, 2015

Public Hearing Room, *I Liheslaturan Guåhan*

The agenda is as follows:

1:30 p.m.

The Executive Appointment of **Colonel Roderick R. Leon Guerrero** to serve as the Adjutant General of the Department of Military Affairs.

The Executive Appointment of **Mr. Tae S. Oh** to serve as a member of the Guam Land Use Commission.

Testimony on Executive Appointment of Colonel Roderick R. Leon Guerrero and Executive Appointment of Mr. Tae S. Oh should be addressed to Senator Thomas C. Ada, Chairperson, and will be accepted via hand delivery to our office, our mailbox at the Main Legislature Building at 155 Hesler Place, Hagåtña, Guam 96932, via email to office@senatorada.org, or via facsimile to (671) 473-3303 until **Monday, April 13, 2015 at 5:00pm**. Individuals requiring special accommodations, auxiliary aids, or services should submit their request to Charlene Flores at 473-3301. Please feel free to contact my office should you have any questions or concerns.