

I Mina'trentai Ocho Na Liheslaturan Guåhan
APPOINTMENTS

DOCUMENT NO.	APPOINTEE	POSITION	AGENCY	APPT. DATE	TERM LENGTH	DATE REFERRED	COMMITTEE REFERRED	PUBLIC HEARING DATE	DATE COMMITTEE REPORT FILED	SESSION DATE	DATE CONFIRMED	NOTES
38GL-26-2037	Luis R. Baza	Member	Civil Service Commission	3/6/26	Six (6) Years; From Date of Confirmation	3/12/26	Committee on Finance and Government Operations.	4/6/26	4/30/26			



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

April 24, 2026

The Honorable Frank F. Blas Jr.
Speaker, I Mina'trentai Ocho na Liheslaturan Guåhan
163 W. Chalan Santo Papa
Hågatña, Guam 96910

Via Honorable Vice Speaker V. Anthony Ada
Chairman, Committee on Rules

RE: Committee Report on the Appointment of Luis R. Baza, Member, Civil Service Commission.

Buenas yan Håfa Adai Speaker,

Transmitted herewith is the Committee Report on the Appointment of Luis R. Baza, Member, Civil Service Commission.

Committee votes are as follows:

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

Senseremente,

[Handwritten signature]

Senator Christopher M. Dueñas
Chairman, Committee on Finance and Government Operations



COMMITTEE ON RULES

RECEIVED:
April 24, 2026 12:52 p.m.
Marie Crisostomo



Office of Senator Christopher M. Dueñas
CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

COMMITTEE REPORT

The Appointment of Luis R. Baza, Member, Civil Service Commission.



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

April 23, 2026

MEMORANDUM

To: All Members
Committee on Finance and Government Operations

From: Senator Christopher M. Dueñas
Chairperson, Finance and Government Operations

Subject: Committee Report on “Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”

Transmitted herewith for your consideration is the Committee Report on:

The Appointment of Luis R. Baza, Member, Civil Service Commission.

This report includes the following:

- Copy of COR Referral
- Notices of Public Hearing
- Copy of the Public Hearing Agenda
- Public Hearing Sign-in Sheet
- Copies of Submitted Written Testimony
- Committee Vote Sheet
- Committee Report Digest

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

Respectfully,

Senator Christopher M. Dueñas
Chairperson, Committee on Finance and Government Operations




COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson
I Mina'trentai Ocho Na Liheslaturan Guåhan
38th Guam Legislature

March 12, 2026

To: **Rennae V. C. Meno**
Clerk of the Legislature

Attorney Darleen E.H. Phillips
Legislative Legal Counsel

From: **Vice Speaker V. Anthony Ada** 
Chairperson, Committee on Rules

Subject: **Referral of Appointment**

Håfa Adai,

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

Appointee: **Luis R. Baza**
Position: **Member**
Term Length: **Six (6) Years; From Date of Confirmation**

Please refer the following document:

“**Doc. No. 38GL-26-2037** – Office of the Governor - Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”

Ensure the appointment is referred to the Committee on Finance and Government Operations chaired by Senator Christopher M. Dueñas. I also request that the same be copied to Management Information Services (MIS) for posting on our website.

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



LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
I.T. GOVERNOR

UFISINAN I MAGA'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

38GL-26-2037
OFFICE OF THE SPEAKER
FRANK F. BLAS JR.

March 6, 2026

HONORABLE FRANK BLAS JR., *Speaker*
I Mina'trentai Ocho Na Liheslaturan Guåhan
38th Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96932

MAR 06 2026
Time: 4:45pm
Received: MEY

RE: Board Appointment

Håfa Adai Mr. Speaker:

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

APPOINTEE: Luis R. Baza
POSITION: Member, Civil Service Commission
TERM LENGTH: Six (6) Years; From Date of Confirmation

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

Senseramente,

JOSHUA F. TENORIO
Åkto Maga'låhen Guåhan
Acting Governor of Guam

cc: *Honorable* Lourdes A. Leon Guerrero, *Maga'hågan Guåhan*, Governor of Guam



38GL-26-2037
Messages and Communications
RECEIVED
COMMITTEE ON RULES
March 9, 2026
9:11 a.m.
Marie Crisostomo

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
ACTING GOVERNOR

UFISINAN I MAGA'HĀGAN GUĀHAN
OFFICE OF THE GOVERNOR OF GUAM

March 6, 2026

LUIS R. BAZA



Håfa Adai Mr. Baza:

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

CIVIL SERVICE COMMISSION
Term Length: Six (6) Years; From Date of Confirmation

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

The appointment is subject to the advice and consent of *I Liheslaturan Guåhan*.

Should you have any questions, please contact Jean Taitano of the Office of the Governor at (671) 473-1121.

Senseramente,

A handwritten signature in blue ink, appearing to read 'Joshua F. Tenorio'.

JOSHUA F. TENORIO
Åkto Maga'låhen Guåhan
Acting Governor of Guam

cc: *Honorable* Lourdes A. Leon Guerrero, *Maga'hågan Guåhan*, Governor of Guam
Juan K. Calvo, Chairperson, Civil Service Commission

LOURDES A. LEON GUERRERO
Governor



JOSHUA F. TENORIO
Lieutenant Governor

OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Form

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

NOMINEE INFORMATION

<i>Last Name</i> Baza	<i>First Name</i> Luis	<i>Middle Initial</i> R.
<i>Mailing Address</i> [REDACTED]		<i>Apartment/Unit #</i>
<i>City</i> [REDACTED]	<i>State</i> [REDACTED]	<i>Zip Code</i> [REDACTED]
<i>Phone</i> [REDACTED]	<i>E-mail Address</i> gumabaza@guam.net	
<i>Position to which Appointment is Made</i> Civil Service Commission Board of Commissioners		
<i>Are you a citizen of the United States?</i>		Yes <input checked="" type="checkbox"/> No <input type="checkbox"/>
<i>If no, are you authorized to work in the United States?</i>		Yes <input type="checkbox"/> No <input type="checkbox"/>

EDUCATION

<i>SCHOOL (Name, City and State)</i>	<i>DATES OF ATTENDANCE</i>	<i>TYPE OF DEGREE</i>	<i>YEAR EARNED</i>
<i>High School</i> George Washington Senior High	1969-1972	Diploma	1972
<i>College</i> Attended the University of Guam	1988-1990 (not full-time)	N/A	
<i>Graduate School</i>			
<i>Other Degree</i>			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address LSG Sky Chefs 166 Guerrero St. Harmon Industrial Park Tamuning, Guam, 96913	Position Title HR & Labor Relations Manager
	Dates Held 3/2023-2/2024; 7/2003-10/2016

Previous Employer and Mailing Address Port Authority of Guam 1026 Cabras Highway, Suite 201 Piti, Guam, 96915	Position Title Deputy General Manager, Finance & Administration
	Dates Held 12/2019 - 12/2022

Previous Employer and Mailing Address Civil Service Commission P.O. Box 2950 Hagatna, Guam 96932	Position Title Chairman, Board of Commissioners
	Dates Held 7/2003-12/2015; 9/2018-12/2019

Previous Employer and Mailing Address Cabras Marine Corporation (Ship Repair Facility) 178 Industrial Avenue Piti, Guam 96915	Position Title HR Manager
	Dates Held 10/2016- 8/2017

Previous Employer and Mailing Address Civil Service Commission P.O. Box 2950 Hagatna, Guam 96932	Position Title PMA I, II, III; PMA; Executive Director
	Dates Held 3/1985-12/1992; 2/1994-12/2002

PRIOR GOVERNMENT OF GUAM SERVICE

Agency or Department Name Guam Memorial Hospital		Position Title Pers. Ass't I, II; Pers Spec. I & Pers.Spec. IV
Address Tamuning, Guam	Phone No. (671) 647-2171/2409	Dates Held 9/1973-12/1979; 12/1981-3/1994

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

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

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

<i>Agency or Department Name</i> Guam Memorial Hospital		<i>Position Title</i> Clerk I, Msgr Clerk, Pers. Ass't I, II; Pers. Spec. I	
<i>Address</i>	<i>Phone No.</i>	<i>Dates Held</i> 9/1973-12/1978; 12/1981-3/1985	

TRAINING

<i>INSTITUTE/SEMINARS/ON-THE-JOB TRAINING</i>	<i>DATE</i>
Hay Guide Chart-Profile Methodology (Basic/Applied/Advanced/Compensation)	1992, 1993, 1994, 1995
Basic and Advanced Training in Supervisory/Management	Various dates

AWARDS

<i>List all educational, professional, civic awards, and recognition for public service:</i>
<p>* Honorary Degree in Laws (Honoris Causa), (LL.D h.c.), University of Guam, December 18, 2022</p> <p>* Civil Service Commission Resolution received January 24, 2023, for years of serving on/chairing the CSC Board of Commissioners.</p> <p>* Legislative Resolution received December 31, 2015, for years of dedicated Civil Service and government services.</p>

PROFESSIONAL INVOLVEMENT

<i>List involvement on a local/national/international level. List organizations, activities participated in, and offices held:</i>
<p>Participated several times as a guest speaker for classes in the Masters of Public Administration program at the University of Guam, providing guidance to students on HR processes and laws, as well as participated in academic and community forums.</p>

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

Served as a Board Member for the Municipality of Yona, 3/2023-10/2024.

Former President of Farenholt Gardens Condominium Home-Owners Association (many years, ending in 2023)

PUBLICATIONS AND PRESENTATIONS

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

MILITARY SERVICE (Please attach Form DD-214)

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

OTHER INFORMATION

(1) Have you ever been found guilty of a felony in any court, whether within or without the United States?

Yes No If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

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

Yes No If so, please specify in detail the reasons and facts related to such declaration:

(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:

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.

Luis R. Baza Luis R. Baza
Print Name and Signature

18 Feb 2026
Date



Superior Court of Guam

Guam Judicial Center • 120 West O'Brien Dr • Hagåtña, Gu. 96910
Tel: (671) 300-7993 • Fax: (671) 475-0078



HON. ALBERTO C. LAMORENA, III
PRESIDING JUDGE

JANICE M. CAMACHO-PEREZ, ESQ.
CLERK OF COURT

VALERIE D. TENORIO
CHIEF DEPUTY CLERK

Name: **LUIS JOSEPH RIVERA BAZA**

Driver's License ID #: [REDACTED]

DOB: [REDACTED]

CERTIFICATE OF SEARCH

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

Criminal Cases:
No Cases Found

Civil Cases:

Request for further information may be addressed at the Records Division of the Superior Court of Guam, Guam Judicial Center, 120 West O'Brien Drive, Hagåtña, Guam. Hours of operation are Monday - Friday, 9:00 a.m. to 4:00 p.m. Closed Saturdays, Sundays and local/federal holidays. **Court Clearances are Non-Refundable.**

Dated: 02/20/2026

Janice M. Camacho-Perez
Clerk of Court

By: *Isa Bonita N Tainatongo*

Prepared by: Isa Bonita Navarro
Tainatongo
Deputy Clerk I



The absence of an Original Court Seal Invalidates this document. 2678261

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



February 24, 2026

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Luis Joseph Rivera BAZA		
DATE OF BIRTH:	[REDACTED]	FINGERPRINT#:	[REDACTED]
■	The individual has no record of criminal conviction(s) in the Guam Police Department files that are subject to Guam law.		

*****NOTHING FOLLOWS*****

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

11

By Direction: priscilla

[Signature]
STEPHEN C. IGNACIO
Chief of Police

The absence of an original GUAM POLICE seal invalidates this police clearance.
REVISED 04/26/19

CSC Appointment Hearing Date

2 messages

Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Mon, Mar 16, 2026 at 6:57 AM

To: gumabaza@guam.net

Cc: Karl Pangelinan <karl.p@guamlegislature.gov>

Hafa Adai Mr. Baza,

Our office received your appointment packet to serve as a board member on the Civil Service Commission.

We would like to schedule your appointment hearing for Monday, April 6, 2026, at 9:00 AM. Please confirm your availability for this date and time so that we may proceed with the next steps in the process.

We look forward to hearing from you.

Best regards,

--



Office of Senator Christopher M. Duenas

Chairman, Committee on Finance and Government Operations

259 Martyr St., Hagatna, Guam 96910

senator.duenas@guamlegislature.gov

(671) 989-9554

Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Mon, Mar 16, 2026 at 8:14 AM

To: Marcy Baza <gumabaza@guam.net>

Cc: Karl Pangelinan <karl.p@guamlegislature.gov>

Hafa Adai Mr. Baza,

Thank you for confirming your availability for the hearing on April 6 at 9:00 AM. We have also noted your travel dates from April 10th to the 25th.

Please let us know if there is anyone you would like us to invite to provide testimony on your behalf. If so, please provide their names and email addresses, and our office will reach out to them.

Best regards,

--



Office of Senator Christopher M. Duenas

Chairman, Committee on Finance and Government Operations

259 Martyr St., Hagatna, Guam 96910

senator.duenas@guamlegislature.gov

(671) 989-9554

On Mon, Mar 16, 2026 at 10:10 AM Marcy Baza <gumabaza@guam.net> wrote:

Good Morning Senator Duenas,

Acknowledged receipt and am confirming my availability on April 6 at 9:00 a.m. Just FYI – I will be off-island from April 10th -25th.

Best Regards,

Luis Baza



[Quoted text hidden]



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

FOR IMMEDIATE RELEASE

March 30, 2026

MEMORANDUM

To: All Senators, Stakeholders, and Media

**From: Senator Christopher M. Dueñas
Chairman, Committee on Finance and Government Operations**

Re: FIRST NOTICE of Public Hearing on April 6, 2026

The Committee on Finance and Government Operations will hold a public hearing on **Monday, April 6, 2026**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building.

The agenda is as follows:

- [No. 38GL-26-2037](#) – Office of the Governor – “Appointment and Supporting Documents for **Luis R. Baza**, Member, **Civil Service Commission**.”

If you would like to participate in the Public Hearing listed above or submit written testimony, please contact the Office of Senator Christopher M. Dueñas for further assistance via email at senator.duenas@guamlegislature.gov or by phone at (671) 989-9554.



In compliance with Title II of the Americans with Disabilities Act (ADA), all government activities, programs, and services are accessible to individuals with disabilities. *If you or anyone you know requires assistance or special accommodations to participate in the public hearing, please contact the Office of Senator Christopher M. Dueñas at the contact information provided above.*

The Public Hearing will be broadcast LIVE on local television (GTA Channel 21, Docomo Channel 117) and streamed online through I Liheslaturan Guåhan’s YouTube Channel ([@guamlegislaturemedia](#)).

This ad was paid with funds by the Committee of Finance and Government Operations.

OFFICE OF SENATOR CHRISTOPHER M. DUEÑAS

259 MARTYR STREET, HAGATNA GUAM 96910 | TEL: 671-989-9554 | SENATOR.DUENAS@GUAMLEGISLATURE.GOV


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FIRST NOTICE OF PUBLIC HEARING - MONDAY APRIL 6, 2026 - 9AM

 PRINT

FIRST NOTICE OF PUBLIC HEARING - MONDAY APRIL 6, 2026 - 9AM

PUBLIC HEARING

 **Posted on:** 03/30/2026 08:56 AM

 **Posted by:** Karl Pangelinan

 **Public Hearing Date:** 04/06/2026 09:00 AM

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

 **Division(s):**
OFFICE OF SENATOR CHRISTOPHER M. DUENAS (/notices?division_id=267)

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

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

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

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FOR IMMEDIATE RELEASE

March 30, 2026

MEMORANDUM To: All Senators, Stakeholders, and Media

From: Senator Christopher M. Dueñas - Chairman, Committee on Finance and Government Operations

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Public Notice of Legislative Hearing

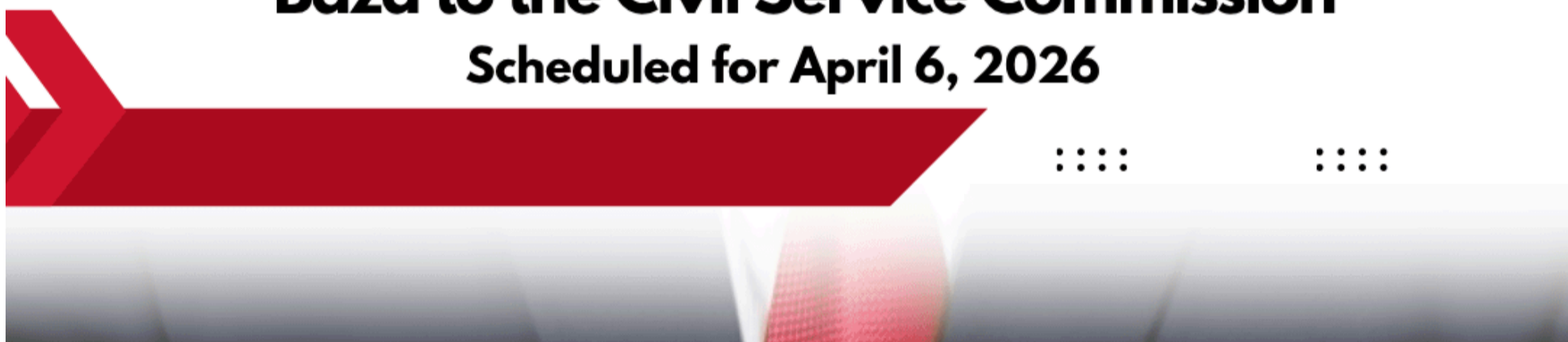
Below are notices of public hearings posted in chronological order of date and time each is scheduled to begin:

|
|
|



Public hearing on the appointment of Luis Baza to the Civil Service Commission

Scheduled for April 6, 2026



This public notice published by **Kandit News Group**

[Read More](#)



FIRST NOTICE OF PUBLIC HEARING by Senator Chris Duenas
Published on Kandit on March 30, 2026

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- Willing to learn and be trained
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Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

FOR IMMEDIATE RELEASE

April 3, 2026

MEMORANDUM

To: All Senators, Stakeholders, and Media

**From: Senator Christopher M. Dueñas
Chairman, Committee on Finance and Government Operations**

Re: SECOND NOTICE of Public Hearing on April 6, 2026

The Committee on Finance and Government Operations will hold a public hearing on **Monday, April 6, 2026**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building.

The agenda is as follows:

- [No. 38GL-26-2037](#) – Office of the Governor – “Appointment and Supporting Documents for **Luis R. Baza**, Member, **Civil Service Commission**.”

If you would like to participate in the Public Hearing listed above or submit written testimony, please contact the Office of Senator Christopher M. Dueñas for further assistance via email at senator.duenas@guamlegislature.gov or by phone at (671) 989-9554.



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OFFICE OF SENATOR CHRISTOPHER M. DUEÑAS

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  LIKE AND FOLLOW @SENATORDUENAS


SECOND NOTICE OF PUBLIC HEARING - MONDAY APRIL 6, 2026 - 9AM

 PRINT

SECOND NOTICE OF PUBLIC HEARING - MONDAY APRIL 6, 2026 - 9AM

PUBLIC HEARING

 **Posted on:** 04/03/2026 09:10 AM

 **Posted by:** Karl Pangelinan

 **Public Hearing Date:** 04/06/2026 09:00 AM

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

 **Division(s):**
OFFICE OF SENATOR CHRISTOPHER M. DUENAS (/notices?division_id=267)

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FOR IMMEDIATE RELEASE

April 3, 2026

MEMORANDUM

To: All Senators, Stakeholders, and Media

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No. 38GL-26-2037

(https://guamlegislature.gov/38th_Guam_Legislature/Mess_Comms_38th/Doc.%20No.%2038GL-26-2037.pdf) – Office of the Governor – “Appointment and Supporting Documents for **Luis R. Baza**, Member, **Civil Service Commission**.”

If you would like to participate in the Public Hearing listed above or submit written testimony, please contact the Office of Senator Christopher M. Dueñas for further assistance via email at senator.duenas@guamlegislature.gov (<mailto:senator.duenas@guamlegislature.gov>) or by phone at (671) 989-9554.

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Public Notice of Legislative Hearing

Below are notices of public hearings posted in chronological order of date and time each is scheduled to begin:

|
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Public hearing on the appointment of Luis Baza to the Civil Service Commission Scheduled for April 6, 2026



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Kandit News Group

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SECOND NOTICE OF PUBLIC HEARING by Senator Chris Duenas
Published on Kandit on April 4, 2026

The Committee on Finance and Government Operations will hold a public hearing on **Monday, April 6, 2026**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building.

The agenda is as follows:

- **No. 38GL-26-2037** – Office of the Governor – “Appointment and Supporting Documents for **Luis R. Baza**, Member, **Civil Service Commission.**”

If you would like to participate in the Public Hearing listed above or submit written testimony, please contact the Office of Senator Christopher M. Dueñas for further assistance via email at senator.duenas@guamlegislature.gov or by phone at (671) 989-9554.

In compliance with Title II of the Americans with Disabilities Act (ADA), all government activities, programs, and services are accessible to individuals with disabilities. *If you or anyone you know requires assistance or special accommodations to participate in the public hearing, please contact the Office of Senator Christopher M. Dueñas at the contact information provided above.*

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Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

PUBLIC HEARING AGENDA **6 April 2026 - Guam Congress Building**

09:00 AM:

- **38GL-26-2037 – Office of the Governor – “Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”**

If you would like to participate in any of the Public Hearings listed above or submit written testimony, please contact the Office of Senator Christopher M. Dueñas for further assistance via email at senator.duenas@guamlegislature.gov or by phone at (671) 989-9554.

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The Public Hearings will be broadcast LIVE on local television (GTA Channel 21, Docomo Channel 117) and streamed online through *I Liheslaturan Guåhan*'s YouTube Channel (@guamlegislaturemedia).



Date: April 6, 2026

I Mina'trentai Ocho na Liheslaturan Guahân
Office of Senator Christopher M. Duenas
Chairman, Committee on Finance and Government Operations

Time: 9:00 a.m.

No. 38GL-26-2037 – Office of the Governor – “Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
✓ 1	Anthony Berante	Civil Service Commission						
✓ 2	Angelina Pangelinan	"					✓	
✓ 3	PHILIP L. LARON	Retiree					✓	
✓ 4	Christine Quineta	CSC					✓	
✓ 5	Daniel D. Leon Guerrero	CS					✓	
✓ 6	Richard Untalan	Asst. Sec. Baza CSC					✓	
✓ 7	Juan Callo	Retiree			✓		✓	
✓ 8	Luis Baza	Letree					✓	
9								
10								
11								
12								



Date: April 6, 2026

I Mina'trentai Ocho na Liheslaturan Guahån
Office of Senator Christopher M. Duenas
Chairman, Committee on Finance and Government Operations

Time: 9:00 a.m.

No. 38GL-26-2037 – Office of the Governor – “Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
✓ 1	Audre King	CSC					✓	
✓ 2	Maria Manzanon	CSC					✓	
✓ 3	Roland Ferguson	CSC				✓	✓	
✓ 4	Greg Lopez							
✓ 5	Fred Nishihira	CSC				✓	✓	
✓ 6	Cynthia Camacho	CSC					✓	
7	RONALD B. AGUON	UOG				✓	✓	
8								
9								
10								
11								
12								



Fwd: Appointment of Luis Baza to the Guam Civil Service Commission

1 message

Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Sun, Apr 5, 2026 at 4:35 PM

To: Karl Pangelinan <karl.p@guamlegislature.gov>



Office of Senator Christopher M. Dueñas

Chairman, Committee on Finance and Government Operations

259 Martyr St., Hagatna, Guam 96910

senator.duenas@guamlegislature.gov

(671) 989-9554

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

From: **Kelly Morphy** <kelly@strongfootgroup.com>

Date: Sun, Apr 5, 2026 at 6:46 AM

Subject: Appointment of Luis Baza to the Guam Civil Service Commission

To: senator.duenas@guamlegislature.gov <senator.duenas@guamlegislature.gov>

Dear Senator Dueñas and Esteemed Members of the Guam Legislature,

As a young person, I knew Luis R. Baza as "Uncle Luis." As an adult, I know him as a man of integrity, conviction, kindness, and principle. Through my own experience as a University of Guam graduate, a mother of three, and a professional in the mission-driven sector, I have come to appreciate how meaningful and necessary those qualities are in public service.

Uncle Luis and my father, Jerry Hogan, worked together at the Civil Service Commission. During that time, while I was a Triton at UOG and a soccer coach at Simon Sanchez High School, I would often see Uncle Luis and Auntie Mar at Robbie Webber youth soccer games. I observed firsthand how they raised their children with deep love for family, faith, and the island.

My father admired him greatly. Dad spoke often of his fairness with civil servants and his strength as a thoughtful, capable leader. My dad also loved karaoke and had a way of pulling people in to sing with him. Uncle Luis was the kind of person who would stand by his side, even when my dad didn't quite hit the notes right. That small memory reflects something larger about who he is.

While I no longer reside on Guam and understand that my voice carries less weight than those who are part of the community day to day, I felt compelled to share this perspective. People of Luis Baza's character do not come along often, and when they do, it matters that others speak up. If my dad were still with us, I have no doubt he would be on a plane to Guam to see his friend and to support this nomination.

Luis Baza brings the kind of steady judgment, fairness, and respect for public service that civil-service commissions require. He understands both the responsibility and the humanity behind the role, and I am confident he will serve with distinction.

Thank you for considering my testimony in support of his appointment to the Guam Civil Service Commission.

Sincerely,

Kelly Hogan Morphy
Winter Garden, Florida



Karl Pangelinan <karl.p@guamlegislature.gov>

Fwd: Written Testimony of Support for Luis R. Baza as a member of the Civil Service Commission

1 message

Senator Chris Duenas <senator.duenas@guamlegislature.gov>
To: Karl Pangelinan <karl.p@guamlegislature.gov>

Tue, Apr 7, 2026 at 12:00 PM



Office of Senator Christopher M. Dueñas

Chairman, Committee on Finance and Government Operations

259 Martyr St., Hagatna, Guam 96910

senator.duenas@guamlegislature.gov

(671) 989-9554

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

From: **Shane Ngata** <[REDACTED]>

Date: Tue, Apr 7, 2026 at 11:48 AM

Subject: Written Testimony of Support for Luis R. Baza as a member of the Civil Service Commission

To: senator.duenas@guamlegislature.gov <senator.duenas@guamlegislature.gov>

Hafa Adai Honorable Senator Duenas, Chairperson of Committee on Finance and Government Operations.

I'd like to submit my full support of Mr. Luis Baza as a member of the Civil Service Commission (CSC). I began my government career in 2005 at the Department of Administration, a time when government of Guam Human Resources was going through some drastic changes. Through my first 10 years of experience at the Department of Administration, there were many times when Mr. Baza was able to offer guidance and perspective to the various issues that had to be handled by DOA. CSC and DOA served the government on different sides of personnel administration; however, being able to work through issues of laws, policy, practice, and managerial decisions to help both Management and Employees with issues of compliance, grievance, adverse action, and other personnel issues. Many times, a good understanding between agencies helped solve issues at the lowest levels. This was done by reviewing rulings of cases, facts discussed, and arguments made.

With his combined knowledge and experience from both the private and public sectors, he was able to help guide department officials, employees, and the staff and other commissioners of the CSC. In his capacity as CSC Chairperson, he was able to guide the many decisions and rulings being made to promote consistency and compliance. The CSC handled a myriad of things such as Mini-Hatch Act under their purview and I believe his re-instatement as a CSC member will only benefit all stakeholders and Mr. Baza will benefit the handling of cases and matters of the CSC. I look forward to seeing him being confirmed and congratulate the CSC and Mr. Luis Baza on his confirmation.

Thank You,

Shane G.L. Ngata



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Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Luis Baza - Appointment to CSC

RONALD B AGUON <rbaguon@triton.uog.edu>

Mon, Apr 6, 2026 at 2:34 AM

To: "senator.duenas@guamlegislature.gov" <senator.duenas@guamlegislature.gov>

Cc: RONALD B AGUON <rbaguon@triton.uog.edu>, " " < " >

Honorable Senator Chris Duenas
Chair, Committee on Finance and Government Operations
38th Guam Legislature
Hagatna, Guam

Re: Luis Baza - Appointment to the Civil Service Commission

Hafa Adai Mr. Chairman,

I am Ronald B. Aguon and I'm presenting this brief testimony in support of the appointment of Mr. Luis Baza, LL.D(honoris causa).

As his title indicates, Luis Baza was honored with an Honorary Doctor of Laws by the University of Guam Board of Regents in November, 2022, in recognition of his distinguished record of public service, most of which derived from his tenure with the Civil Service Commission, where he rose through the ranks as a Personnel Management Analyst, Personnel Management Administrator, Executive Director, and Chairman of the Commission.

As Administrative Legal Counsel for the Commission, I had the opportunity to interact with him in his role as a Personnel Management Analyst, up to his promotion to Personnel Management Administrator, before I moved to the University of Guam.

I was very impressed with his insatiable appetite for learning and relentless drive to be the best he can be. He was an astute thinker and problem-solver. He makes things happen and doesn't waste time.

I also attended numerous hearings when he was Chairman of the Commission. He worked well with the Commissioners, and was highly skilled in managing the adjudicatory hearings, ensuring that the Integrity of decisions is based on the law and the evidence, not political expediency.

Decisions were typically unpopular, but always fair, neither pro management nor pro employee, but "pro merit system", as he would often say.

As I reflect, the design of the Great Seal of the Civil Service Commission is round and embedded with the Scales of Justice, superimposed with a Latte Stone, representing courage. The roundness reflects the continuous turn of the Administrative Justice System.

Justice, Courage, and Integrity have been the hallmarks of the Civil Service Commission and continue to be exemplified by the present Commissioners, based on information and belief. Luis Baza has demonstrated all the above during his time with the Commission.

Returning Luis Baza to serve as a Civil Service Commissioner will be a much needed boost to an undermanned Commission, and reinstate a formidable proponent of the merit system.

I fully support his appointment and confirmation.

Respectfully submitted,
Ronald B. Aguon, Esq.

--

Si Yu'os ma'åse',



Ronald B. Aguon
Assistant Professor

SBPA / PALS

Office: +1 (671) 735-2510
Mobile: +1 (671) 488-9175
rbaguon@triton.uog.edu
<https://www.uog.edu>

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Ronald B. Aguon
Assistant Professor

SBPA / PALS

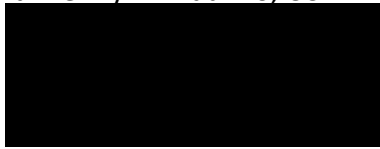
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Major General Benny M. Paulino, US Army Retired



The Honorable Christopher M. Duenas
Chairperson, Committee on Finance and Government Operations
38th Guam Legislature

Reference: Confirmation Hearing Luis R. Baza, Monday, 6 April 2026

Dear Senator Duenas,

I am writing to offer my wholehearted support for the confirmation of Luis Baza, Member, Civil Service Commission. It is with great enthusiasm and confidence that I provide this written testimony as I firmly believe that Luis Baza is immensely qualified and committed to fulfilling this vital role.

Luis possesses the rare ability to balance technical expertise with fairness and common sense — qualities essential for service on the Civil Service Commission. I am confident he will uphold the merit system and serve with distinction.

I first came to know Mr. Baza while serving as The Adjutant General, Guam National Guard / Director, Department of Military Affairs, when I faced a complex disciplinary matter involving a government classified employee. Although we had no prior relationship, I was referred to him for guidance. The counsel I received was exceptional—clear, principled, and firmly grounded in both the law and fairness. It gave me complete confidence to handle the personnel matter properly and with full respect for due process.

Over time, that professional interaction grew into a close personal friendship, as our sons played together on the same high school soccer team. This gave me the opportunity to get to personally know Mr. Baza not only as a professional, but as a man of integrity, humility, and sound judgment.

In a role where fairness, independence, and public trust are paramount, I can think of no one more qualified. I respectfully urge your favorable confirmation of Luis Baza.

Si Yu'os Ma'åse' for your time and consideration.

Respectfully,

//signed//

Benny M. Paulino

Major General, US Army Retired

Former The Adjutant General Guam National Guard / Director, Department of Military Affairs

April 6, 2026

The Honorable Christopher M. Duenas
Chairperson, Committee on Finance and
Government Operations
Guam Congress Building
163 Chalan Santo Papa
Hagåtña, Guam 96932

REF: Nomination of Mr. Luis Baza to the CSC Board of Commissioners

Dear Honorable Chairperson Duenas and Distinguished Senators of the Committee on Finance and Government Operations:

I am honored to offer my strong support for the nomination of Mr. Luis Baza to serve as a member of the Civil Service Commission Board of Commissioners. Mr. Baza brings a wealth of knowledge and expertise in government personnel management, which is essential to the effective functioning of our civil service merit system.

I am familiar with Mr. Baza's extensive work experience in human resources management in both the private and public sectors, and I hold the highest regard for his professional background and expertise. His previous appointments as CSC Executive Director and Chairman of the Board further underscore his competence and readiness to serve in this capacity. It was Mr. Baza who initially encouraged me to serve on the Board, and I am hopeful that I will now have the opportunity to work alongside him.

Mr. Baza's government service is irreproachable. His progressive career advancement has provided him with the experience and knowledge necessary to effectively interpret and administer the extensive body of personnel laws and regulations, as well as to adjudicate appeals and compliance. His service supports a strong system of checks and balances, ensuring that personnel actions are fair, just, and aligned with established policies. In reality, there are few individuals with his breath of experience who are both willing and available to serve in this important role.

As Vice Chairman, I am confident the current Board will be further strengthened by the addition of Mr. Baza. Our Board includes representative from the Government of Guam, federal, private, and military sectors, all of whom bring strong leadership and policy experience. Mr. Baza's appointment will complement and enhance this already diverse and capable body.

Page 2.

In conclusion, I wholeheartedly and without reservation support the nomination of Mr. Baza to the CSC Board of Commissioners. His extensive background in government and private personnel management, combined with his prior leadership as Executive Director and Board Chairman, makes him an outstanding and highly qualified choice for this important position.

Thank you for your consideration.

Sincerely,

A handwritten signature in blue ink, appearing to read 'A. Benavente', with a large, stylized initial 'A'.

ANTHONY P. BENAVENTE
Vice Chairman, CSC Board
Of Commissioners



LOU A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'låhi)

CIVIL SERVICE COMMISSION

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DANIEL D. LEON GUERRERO
Executive Director

MEMORANDUM # CHR-078655

Sent via Electronic Mail:

Date: April 06, 2026

To: **38TH Guam Legislature, Committee on Finance and Government Operations**

- Senator Christopher M. Dueñas, Chairperson
- Vice-Speaker, V. Anthony Ada, Vice Chairperson
- Speaker, Frank F. Blas, Jr., Member
- Legislative Secretary, Sabrina Salas Matanane, Member
- Senator Jesse A. Lujan, Member
- Senator Vincent A.V. Borja, Member
- Senator Tina Rose Muña Barnes, Member
- Senator Joe S. San Agustin, Member

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

Subject: **Testimony in Support of Mr. Luis R. Baza as a Commissioner for the Civil Service Commission.**

Buenas yan Hafa Adai, Honorable Senators of the 38th Guam Legislature, and the Committee on Finance and Government Operations.

My name is Daniel D. Leon Guerrero, Executive Director of the Civil Service Commission. I fully support the appointment of Mr. Luis R. Baza to the Civil Service Commission Board.

The Civil Service Commission plays a crucial role in maintaining the integrity and fairness of the hiring and employment practices within the government. By upholding merit-based principles, the Commission ensures that public servants are chosen and retained based on their abilities and performance rather than other factors. This helps to promote a competent and effective workforce.

Ascending through Leadership: The Career Journey of Mr. Luis R. Baza in "Human Resources"

Mr. Baza's Career path highlights a strong trajectory of growth and leadership in the field of human resources. Serving on the Civil Service Commission Board for 15 years, especially mostly as Chairman, suggests a notable level of trust and respect from his peers. His progression from Personnel Management I to Executive Director shows a deep familiarity with both the day-to-day

such experiences not only bring a comprehensive understanding of the processes but also ensures he can advocate effectively for policies that balances organizational goals with employees.

A Career Rooted in the Merit System

Having started his career in 1973 as a Clerk I at Guam Memorial Hospital, Mr. Baza worked his way up every rung of the government ladder. Because he has lived the experience of a classified employee, he brings a unique empathy to the Board. When he deliberates on a case, he does so as a peer who understands the real-world impact that personnel actions have on families.

Guiding with Expertise: The value of Experience in Civil Service Leadership

Mr. Baza's understanding of critical procedures like the adverse action, appeals, grievance and the "rule of four" indeed positions him as key figure in foster a balanced and fair system. Such expertise not only helps in resolving conflicts but also in preventing them, by ensuring clear, fair process are in place.

Commitment to the Merit System

Throughout his career, Mr. Baza has been a staunch supporter for the "Merit system. He believes that the government employment should be based on ability and performance rather than political influence. In a time when the public demands transparency and accountability in our institutions, having a seasoned professional like Mr. Baza on the board ensures that the rules are followed and that justice is served for our classified employees.

From the Ground Up

What I admire about Mr. Baza is that he never forgot where he started. He began his career in 1973 as a Clerk I at the Guam Memorial Hospital. He didn't start at the top; he worked his way through every single rung of the government ladder. Because he was once that Clerk and once that Personnel Specialist, he has unique empathy for the classified employees who appear before the Commission. He knows their struggles because he has lived them. When he sits on the board, he isn't just a judge he is a peer who understands the weight that a decision can have on a family.

Conclusion

The Civil Service Commission is most effective when led by members who are experienced, objective, and deeply committed to the people of Guam. Luis R. Baza embodies these traits. His return to the Commission will provide the stability and expertise necessary to ensure our government treats its workforce with the fairness and respect they deserve.

Saina Ma'ãse',



Daniel D. Leon Guerrero

Executive Director, Civil Service Commission

Honorable Frank F. Blas, Jr.
Speaker
Thirty-Eighth Guam Legislature
Guam Congress Building
163 Chalan Santo Papa
Hagatna, Guam 96910

April 6, 2026

Re: Testimony to serve as a member of the
Civil Service Commission

Buenas Senator Blas, Oversight Chairman Senator Christopher M. Duenas, and Members of the
Committee on Finance and Government Operations:

My name is Luis R. Baza ... and Thank You for giving me this opportunity to provide testimony
to serve, once again, as a member of the Civil Service Commission.

As you are well aware, the Civil Service Commission plays a vital role in managing the merit
system of the government of Guam. I have a lengthy history with the Civil Service Commission.
The bulk of my GovGuam employment was with the CSC, where I had the opportunities and
good fortune to make my way up the ranks from being a Personnel Management Analyst I (in
1985), II (in 1988), and III (in 1990), to Personnel Management Administrator (in 1998), and
ultimately to the Executive Director (in 2000), which was the position I held when I initially
retired from GovGuam Services. After retiring from GovGuam in 2002, in 2003 I continued my
involvement with the CSC, serving as a Civil Service Commission "Commissioner". I served for
two consecutive six-year terms, from 2003-2009, and again from 2010-2015, with many of those
years serving as the Chairman.

When I initially left my role as a commissioner in December 2015, I was honored by the Trentai
Tres Guam Legislature with Resolution No. 253-33 (COR) recognizing my contributions and
lengthy service on the Commission, and in providing human resource services (both government
and private sector) for over 43 years. That Resolution meant a lot to me, and still does, and I am
thankful for the faith the Legislature had in me. I was again confirmed as a CSC Commissioner
in July 2018, and served as Chairman on this critical team until December 2019, when I left due
to returning to GovGuam employment.

During my different times as a CSC Commissioner, I always took my role and responsibilities
seriously, was a staunch advocate of Merit System Principles, and spent many long hours
preparing for and going over the matters presented before the commission. I would thoroughly
read the case packets provided to Commissioners, was well aware of the issues of each case, and
was therefore always well-prepared for each meeting/hearing. I strove to always be fair when
listening to and participating in discussions on the cases before the CSC. I was, and still am,
neither "Pro Employee" nor "Pro Management" – what I am "Pro" for is ensuring laws have been
followed, and that decisions made by the CSC body are based on laws and Merit System
Principles.

So, what is it at this time, that once again brings my interest in giving time, energy, and
dedication to helping and contributing to the Civil Service Commission's efforts? Although I'm
fully retired now, I still follow with interest, news on CSC activities. Human Resource issues
have been my "swim lane" so to speak for most of my adult life. I'm also aware of the
difficulties the Commission has recently had in establishing quorums, and as a result, meetings
and hearings sometimes need to be rescheduled. Apparently it has also been difficult to find

individuals interested and willing to sit on this critical commission. As a "seasoned" former Commissioner, I AM "ready, willing and able" to help out once again, and would welcome the opportunity to return to a role I am very familiar and comfortable with. It would feel like "Returning Home"! I know the processes and procedures of the Commission, and feel I would easily be able to jump back in to the role/function as a CSC Commissioner. As a former CSC staff and a long-time Human Resources Practitioner, I bring to the table my extensive knowledge and skills in the area of personnel management from both public and private sectors. I am a firm believer in due process, and I ensure you that if confirmed, I will provide responsive, responsible, ethical, and fair services to the Civil Service Commission and will continue to work hard to ensure that merit principles and practices are followed in all cases that come before the CSC. Any vote and/or decision I contribute to will continue to be in compliance with laws and rules and by the facts presented by both parties. Lastly, it would be an honor to me to once again "help out" and contribute something back to our government, even if it is in a small way.

Thank you for giving me the opportunity to provide testimony. If there are any other questions that you may have, I would be happy to discuss them.




LUIS R. BAZA



Office of Senator Christopher M. Dueñas
CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

COMMITTEE VOTE SHEET

**Appointment and Supporting Documents for
Luis R. Baza, Member, Civil Service Commission.**

Committee Members	Signature	TO DO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Christopher M. Dueñas <i>Chairperson</i>	 4/24/26	X				
Senator V. Anthony Ada <i>Vice Chairperson</i>	E-Vote 4/24/26	X				
Senator Frank F. Blas, Jr. <i>Member</i>						
Senator Sabrina Salas Matanane <i>Member</i>	E-Vote 4/24/26	X				
Senator Jesse A. Lujan <i>Member</i>	E-Vote 4/24/26	X				
Senator Vincent A.V. Borja <i>Member</i>	E-Vote 4/24/26	X				
Senator Tina Rose Muña Barnes <i>Member</i>						
Senator Joe S. San Agustin <i>Member</i>	E-Vote 4/24/26	X				



Karl Pangelinan <karl.p@guamlegislature.gov>

URGENT REQUEST for E-VOTE for APPOINTMENT of Luis Baza (CSC Board)

6 messages

Karl Pangelinan <karl.p@guamlegislature.gov>
To: cmdcommittee@guamlegislature.gov
Cc: Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Thu, Apr 23, 2026 at 7:28 AM

Håfa Adai Committee Members,

Please see the attached Committee Report relative to the appointment of **Mr. Luis Baza** to serve as a Member of the *Civil Service Commission Board of Commissioners*. Your action on this appointment is respectfully requested.

Kindly indicate your preferred course of action by selecting one of the following options:

TO CONFIRM

TO NOT CONFIRM

TO REPORT OUT ONLY

TO ABSTAIN

TO PLACE IN INACTIVE FILE

Please submit your response as soon as possible by **REPLY ALL** to this email. Your responses will be logged into the vote sheet, which will be submitted as part of the final Committee Report to the Committee on Rules.

Si Yu'os Ma'åse' for your prompt attention to this matter.

Respectfully yours,
Karl Pangelinan
Office of Senator Chris M. Duenas - Chairman, Finance & Gov't Operations

 **CR CSC Appt - Mr Luis Baza.pdf**
9008K

Joe S. San Agustin <senatorjoessanagustin@gmail.com>
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: cmdcommittee@guamlegislature.gov, Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Fri, Apr 24, 2026 at 8:34 AM

To confirm. Thanks!

The Office of Senator Joe S. San Agustin

I Mina'trentai Ocho na Liheslaturan Guåhan

38th Guam Legislature

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

T: (671) 989-5445 F: (671) 969-6737 E: senatorjoessanagustin@gmail.com

Website: www.senatorjoessanagustin.com

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[Quoted text hidden]

Office of Senator Borja <contact@senatorvinceborja.com>

Fri, Apr 24, 2026 at 8:37 AM

To: "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>

Cc: Karl Pangelinan <karl.p@guamlegislature.gov>, cmdcommittee@guamlegislature.gov, Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Håfa Adai,

To Do Confirm!

Respectfully,



Office of Senator Vincent A.V. Borja

Committee on Education, Libraries, & Public
Broadcasting

38th Guam Legislature

Suite 502, DNA Bldg. 238 Archbishop Flores St.

Hagåtña, Guam 96910

T +1 (671) 969-8423

E contact@senatorvinceborja.com

[Quoted text hidden]

Vice Speaker V. Anthony Ada <vicespeakertonyada@guamlegislature.gov>

Fri, Apr 24, 2026 at 8:47 AM

To: Office of Senator Borja <contact@senatorvinceborja.com>

Cc: "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Karl Pangelinan <karl.p@guamlegislature.gov>, cmdcommittee@guamlegislature.gov, Senator Chris Duenas <senator.duenas@guamlegislature.gov>

To do confirm

[Quoted text hidden]

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Office of Vice Speaker V. Anthony Ada

38th Guam Legislature

I Mina'trentai Ocho Na Liheslaturan Guåhan

Guam Congress Building, 2nd Floor

163 Chalan Santo Papa

Hagåtña, Guam 96910

Phone: (671) 989-0855

Email: vicespeakertonyada@guamlegislature.gov

[Quoted text hidden]

Office of Legislative Secretary Senator Sabrina Salas Matanane

<office.senatorbri@guamlegislature.gov>

Fri, Apr 24, 2026 at

9:03 AM

To: Karl Pangelinan <karl.p@guamlegislature.gov>

Cc: cmdcommittee@guamlegislature.gov, Senator Chris Duenas <senator.duenas@guamlegislature.gov>

To Do Confirm.

[Quoted text hidden]

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Office of Legislative Secretary
SENATOR SARRINA SALAS MATANANE
I Mina'trentai Ocho Na Liheslaturan Guahan | 38th Guam Legislature
Chairperson, Committee on Health and Veterans Affairs
163 W. Chalan Santo Papa, Hagåtña, Guam 96910
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Senator Jesse Lujan <senator.lujan@guamlegislature.gov> Fri, Apr 24, 2026 at 9:46 AM
To: "Vice Speaker V. Anthony Ada" <vicespeakertonyada@guamlegislature.gov>
Cc: Office of Senator Borja <contact@senatorvinceborja.com>, "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>, Karl Pangelinan <karl.p@guamlegislature.gov>, cmdcommittee@guamlegislature.gov, Senator Chris Duenas <senator.duenas@guamlegislature.gov>

To do confirm.



Office of Majority Leader Jesse A. Lujan
Chairman, Committee on Transportation, Tourism, Customs, Utilities and Federal & Foreign Affairs
259 Martyr St., Hagatna, Guam 96910
senator.lujan@guamlegislature.gov
(671) 969-6525

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COMMITTEE REPORT DIGEST

Committee on Finance and Government Operations

Senator Chirstopher M. Dueñas, Chairman

In accordance with Section 6.04(c)(1) of the Standing Rules of *I Liheslaturan Guåhan*, this committee digest provides a summary of the public hearing detailed below. To assist the general public in navigating this report, please note that all blue-highlighted text contains hyperlinks. Clicking on these links will direct you to the corresponding referenced sections/documents. For any questions or assistance regarding this digest, please contact our office at (671) 989-9554 or email us at senator.duenas@guamlegislature.gov.

- I. **[“Doc. No. 38GL-26-2037 – Office of the Governor - Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission.”](#)**

- II. OVERVIEW Doc. No. 38GL-26-2037 – Office of the Governor - Appointment and Supporting Documents for Luis R. Baza, Member, Civil Service Commission was appointed on March 6, 2026, and was subsequently referred by the Committee on Rules to the Committee on Finance and Government Operations on March 12, 2026. The Committee on Finance and Government Operations convened a Public Hearing on the appointment on Monday, April 6, 2026 at 9:00 AM in the Guam Congress Building’s Public Hearing Room.

PUBLIC NOTICE REQUIREMENTS: Public Hearing Notices were posted to the Government Public Notices Portal and disseminated via electronic mail to all senators and all main media broadcasting outlets on March 30, 2026 (5-Day Notice), and again on April 2, 2026 (48-Hour Notice).

SENATORS PRESENT: Christopher M. Dueñas, Chairman, Senator Eulogio Shawn Gumataoto and Senator Telo Taitague.

ORAL TESTIMONY: Luis Baza, Sen Tony Lamorena, Juan Calvo, Danny Leon Guererro, Richard Untalan, Anthony Benevente and Fred Nishihira

III. Summary of Testimony & Discussion

GUAM LEGISLATURE

Committee on Finance and Government Operations

Public Hearing

March 6, 2026 – 9:00 a.m.

[Opening Remarks by Chairman Dueñas]

Chairman Duenas: *Manaia si Yu'os hamyu tod* and happy Easter to everyone that's joined us today. We are convening this hearing. This morning's public hearing is conducted by the Committee on Finance and Government Operations and is called to order at this time 0900 9:00 this morning on this Easter Monday, April 6, 2026.

First notice of this public hearing was disseminated to all senators and media outlets on March 30, 2026, with its second notice disseminated on April 3, 2026. These hearing notices were also made available on the Guam Legislature's website, our legislative calendar, and the government of Guam's public notice portal.

This committee will hear testimony on the following item, just one item on the agenda, and it is from the office of the governor, the appointment and supporting documents for Luis “Louie” R. Baza, member civil service commission.

At this time, I would like to welcome my colleagues who are joining us this morning. Thank you to our good friend Senator Gumataotao as well as Senator Telo Taitague. Thank you for being with us this morning. Before we begin, I'd like to remind everyone in attendance of / *Lehislituran Guahan's* general rules of conduct. Individuals testifying shall first be recognized by the chairperson before speaking and shall state their full name for the recordkeeping purposes. Questions and testimony shall be confined to the substance and nature of the bill or the appointment on the agenda. Personal inferences to the character or motive of any senator or individual testifying is not permitted. The chairperson of the committee may order removal from this hearing of any member of electron or the public audience who fails to observe proper decorum pursuant to the 38th Guam legislature standing rules. Any violation of this general rule of conduct will result in immediate removal from this public hearing room.

With that, we will now proceed to hear testimony on the appointment of Mr. Louie Baza as member of the Civil Service Commission. We will give you a list of those who have signed up for oral testimony, and we'll call them in the order of their arrival and acknowledge them.

So, at this time, I've been given another list. It's quite a nice list today in support. I guess um most more than likely it all's checked out as support so far for Mr. Louis Baza. And so, Louie,

I'm going to have you just hang tight and bring all of those who are testifying on your behalf of your appointment and then we'll hear from you before we go to questions from the panel. So, I'm just going to go ahead and make a general announcement. All those here to provide oral testimony on the appointment of Mr. Louis Baza, please come forward and have a seat at the table for testimony. Good morning, fellas. So, I'm going to go ahead and start with the chairman Mr. Calvo and then we'll defer to our good friend one of our senators and colleagues in here Senator Lamorena. But we'll start with chairman Mr. Calvo. Please proceed with your testimony.

Juan Calvo – Chairman, Civil Service Commission: Thank you, Senator Chris Duenas, Chairman for the Committee on Finance and Operation. Buenas. My name is Juan Calvo, and I appear before you in support of Mr. Louie Baza as a nominee to the Guam Civil Service Commission Board. My support is threefold.

Mr. Baza and I have known each other for the past 35 years, not only through a sense of brotherhood, but also through our professional work at the Civil Service Commission. Mr. Baza was, at various times, my manager, my supervisor, my Personnel Management Administrator, my Executive Director, and later the Chairman of the Civil Service Commission.

As both a supervisor and a colleague, Mr. Baza demonstrated extensive professional experience, training, and new knowledge, abilities, and skills in employment matters. Much of what I know today, I learned from him.

One of Mr. Baza's most important characteristics as a leader is his compassion. He is transparent, honest, and humble. Under his leadership, he always put employees first. He respected others and valued the recommendations and advice of his staff before making final decisions as Executive Director. He believed strongly in a "can-do" attitude and in the abilities of employees to meet the mission, mandates, and purpose of the Commission.

During his tenure, Mr. Chairman and Senators, one thing was clear: Mr. Baza would not compromise the merit system, nor would he compromise the rule of law established by this body. The merit system laws codified under Title 4 of the Guam Code Annotated, including Chapter 6, were principles he upheld without exception. That commitment is a key part of his legacy as a leader.

Mr. Baza possesses all the credentials necessary to immediately step into the role of Civil Service Commission Board Member. He is ready, willing, and able to hear and decide adverse action appeals, grievance appeals, equal employment opportunity appeals, post-audit investigations, and matters related to the Mini-Hatch Act and political activity in

our community. There is no need for additional training, he already has the knowledge, ability, and skill.

He is deeply knowledgeable in merit system law, employment policies and procedures, and all aspects of human relations. Between 1995 and 1998, he led the review of government rules and regulations established under 4 GCA §§4105 and 4106. I worked closely with him during that period, and the rules and regulations he helped develop are still used throughout the Government of Guam today.

Mr. Baza was also one of the first certified professionals in the Hay Methodology. He worked closely with the Hay consultants to ensure that all Government of Guam positions were properly evaluated based on know-how, problem-solving, and accountability. He earned all four Hay certifications: from intermediate to advanced, including the most critical component, organizational review.

As a result of his work, Public Law 31-59 was implemented, establishing the foundation for the Hay Methodology in government. Today, under 4 GCA §6302, all position classifications must be reviewed by a person certified in the methodology. Mr. Baza mastered this system, and his expertise remains an asset to the Civil Service Commission.

Mr. Chairman and Commissioners, after 35 years of service, Mr. Baza retired from the Government of Guam. He has every right to enjoy his retirement. Yet he has chosen to return...to give his time, his experience, and his knowledge back to the Civil Service Commission.

To me, that is honorable. It speaks to his character and his dedication to ensuring that the merit system continues to be upheld in a fair and equitable manner for employees, management, and the public.

Mr. Chairman and Commissioners, I humbly ask for your support and confidence in confirming Mr. Louie Baza as a member of the Civil Service Commission Board, so that he may continue his service to the employees, to management, and to the people of Guam. *Sen dankalu na si yu'os Ma'ãse para hamyu todos.*

Chairman Duenas: *Para hagu mas sinot Calvo. Pagu para I gachong'mu yan senidot Tony Lamarina.*

Former Sen. Tony Lamorena: Good morning, Senator Duenas, Chairman of the Committee, Senator Gumataotao, and Senator Taitague. My name is Tony Lamorena, and I am here in full support of the nomination of Mr. Louis Baza.

There's an old saying, and in this case, it truly applies, this is a no-brainer. To not approve Louis Baza, who is probably the most qualified individual for this position, would be difficult

to understand. All of you know that I do not come here often to testify on nominations. In fact, I can count on one hand how many times I have testified in favor of a nominee. But this individual is different.

I had the honor and pleasure of serving under Mr. Baza. He was my chairperson when I served as Executive Director of the Civil Service Commission for six and a half years. He was a very fair individual. One thing that stood out about Mr. Baza was how fair and unbiased he was in the decisions he made. That is exactly what you want in a commissioner, someone with honesty, integrity, and an open mind until all evidence is presented. You do not want someone who walks in with a preconceived idea of how they will vote.

Mr. Baza is also very well-versed in the work of the Civil Service Commission. As the Chairman mentioned, he worked his way up through the Commission and served as Executive Director, so he knows the ins and outs of the agency. As Executive Director, he was supportive when we went to the Legislature to amend the Mini-Hatch Act to allow government employees to participate more fully in the election process.

During his tenure as Chairman, and with me as Executive Director, we were also able to pass the AOJ law, which allowed the Adjudicative Law Judge into the Civil Service Commission. That significantly reduced the backlog of cases before the Commission.

As I said earlier, this nomination is a no-brainer. I will not give a long testimony, but I want to make it clear: if there is anyone more qualified than Mr. Baza, I do not know who that person is. I understand that this public hearing is part of the technical process, but I am here in full support.

Mr. Baza is exactly the type of person you want on the Commission, someone who is fair, someone who has integrity, and someone who ensures that both employees and management are protected. The Civil Service Commission is not there solely for employees or solely for management. It exists to ensure that whatever is presented is handled fairly for both sides.

Again, I fully support the nomination of Mr. Louis Baza, and I hope all of you will support it as well.

Chairman Duenas: *Si yu'os Ma'ãse* Senator Lamorena, thank you very much for your testimony. Mr. Richard Untalan, please proceed.

Mr. Richard Untalan: Thank you, Senator Duenas and Senator Taitague. Good morning, Senator Gumataotao. I am here to express my full support for Mr. Louis Baza.

I want to begin by touching on something both Mr. Calvo and Senator Lamorena mentioned: Mr. Baza does not need this job. His credentials speak for themselves, both previous

speakers covered them thoroughly, and I do not need to repeat them. Instead, I want to share with the committee a different perspective.

Plato, the Greek philosopher, once said that the ideal ruler, the “philosopher king,” is someone who governs not because he needs the money, not because he has hidden motives or agendas, but because he has accomplished much in life. He is someone who has experienced much, who has seen much, who has honed his skills, and whose judgment has been tempered over time.

Such a person is not driven by the impetuosity of youth, but by the sober judgment of someone who understands the weight of responsibility. Someone who has lived enough, learned enough, and matured enough to know what to do.

Louis Baza is that kind of individual. With his knowledge, his experience, and his steady judgment, he is an ideal candidate to return to the Civil Service Commission.

Chairman Duenas: Thank you, *Si yu’os Ma’ãse*, Mr. Untalan, and thank you for your testimony. So now I’ll go to the newest and I might say Mr. Benevente, I don’t know what going back on the board did for you, but you look younger, [laughter]. So maybe just being active again has brought back some youth. So, please proceed with your testimony.

Mr. Anthony Benevente: (Reads entire written testimony, which is appended to this committee report into record)

Chairman Duenas: *Si yu’os Ma’ãse* Mr. Benevente. And now I will go over to Mr. Danny Leon Guerrero.

Mr. Danny Leon Guererro – CSC Director: Good morning, Senator and oversight chairman Mr. Duenas. Telo Taitague, good morning to you too, and Mr. Gumataotao, Senator Gumataotao. Anyways, I have I’m the only one with a written testimony, I think, and Tony Benvente, but **((Chairman Duenas interjects) Please bring the mic a little bit closer because we need to dictate.)** I’m sorry about that.

Mr. Leon Guererro continues to read verbatim his written testimony, which is appended to this committee report.

Chairman Duenas: *Si yu’os Ma’ãse* Mr. Danny Leongerero. And the gentleman to keep us all out of trouble, legal counsel, Fred Nishihira, please, please proceed.

Mr. Fred Nishihira - CSC: Thank you very much, Mr. Chairman, Senator Gumataotao, and Senator Taitague. I am also here to testify in favor of Mr. Baza. I think when you look at the range, the diversity, and the length of time of the gentlemen to the left of me—who have been here and testified in his favor, it speaks volumes.

So, I'm not going to go so much into the technicalities. I can say I've worked with him. I know him more as Louie than Lewis, Mr. Baza, but I've worked with him in the sense that I have practiced in the civil service now for 30 years—plus, actually. And the one good thing, just like the current director brought up, is that because he worked from the ground up, he is not just a great adjudicator; he is very well-versed in explaining why.

When I represented management, I loved it. I would give a director or superintendent the advice I recommended, and especially if they didn't listen to me, it was usually Louie who would explain, "This is the reason why, management, I have to rule against you." And usually, it was the same type of process that I would go through. It's a great feeling to say, "See, I told you, right?"

But just as important for the employee, if they're walking away and they're not happy, a lot of times they don't understand, especially if it's a procedural issue. "I'm sorry, we'd like to consider it, but you missed the 20-day rule to appeal." And this is where Mr. Baza is very good at explaining the process and the technicality, because he knows it. He's not just a salesperson at a car place; he's a mechanic. So, he can explain the technical reasons why that decision had to come out the way it did.

For me, as a practitioner of law, it's really good because even if the employee or management is not happy, they understand the reasoning why he had to come to that conclusion.

So, Legislature, I highly encourage you to support and confirm Mr. Baza. And because of the number of commissioners we have right now, I'm going to ask one further thing: if you could hurry up—so to say—put it on the agenda, the sooner the better. It's easier for us to get a quorum. Thank you very much.

Maybe I'll do one more thing, since the budget is coming up for your consideration. Right now, we only pay commissioners \$50 per. I'd like you to consider that the amount of work is actually pretty enormous. We give them a case, and it sounds like one case, but the volume of documents they must review is pretty voluminous. My boss didn't tell me, nobody asked me to put this in, but I'm just saying—it does give some more respect to them, so to say.

Thank you for the time. I appreciate it.

Chairman Duenas: *Si yu'os Ma'ãse* attorney Nishihira, and yes, every nominee that's come before my committee I've moved quickly on. Some have I guess for their own reasons decided that they would withdraw but not Louie. So, we're in good shape. Mr. Untalan, if I can ask you just maybe scoot to the end there and we'll bring up the nominee. Mr. Baza.

Sen Telo Taitague: Yes. I do have a question for the panel. I have one question.

Chairman Duenas: Yes. I'm going to leave the panel and you're going to ask everybody a question unless they're going to excuse themselves because I'll have the nominee testify first and we'll do it all at one time. Mr. Baza, please come forward. If there's anyone in the panel that has to excuse themselves, please let us know. But I think you all will be able to stay because that's how I normally do it. Mr. Untalan, you'll stick around please at the table and so all of you will be subject to the question period when we complete with the nominee. Mr. Baza, please speak to us. It's your turn.

Mr. Luis Baza: *Buenas*, Senator Gumataotao and Senator Taitague and Senator Chris Duenas and members of the Committee on Finance and Governmental Operation. I hope you don't mind. I'm just going to read my testimony.

(Mr. Baza continues to read his testimony which is appended to this committee report)

Chairman Duenas: Mr. Baza, so I'm going to read out others who have signed in in support of you Mr. Baza. Anjielyn Pangelinan from Civil Service Commission. I believe there is support also Audre King from CSC, Maria Masnayan from CSC, and also Cynthia Camacho from CSC. So, we'll go to the question-and-answer period now and I'll begin with Senator Gumataotao. You're recognized.

Sen Shawn Gumataotao: Yes. Thank you, Mr. Chair and thank you, Louie, for once again stepping up and putting yourself out there to serve the people of Guam. So, I just want to say kudos. You could have stayed retired, but you're probably the worst quitter by having to come back and support, but in this case, I think it's actually for a reason, and it's a good one. I only have a few questions and just help me understand this. It's election year, so I'm going to go ask a pretty simple question relative to the Mini-Hatch act. You know, codified under title 4, chapter 5 with significant amendments that were enacted in 2012. It's been on the books the entire time you were working there, you were running it, and as a board member, did you ever have to enforce it? And based on your direct experience, do you believe its prohibition on candidacy for public office, including for part-time employees, has it served its intended purpose?

Mr. Luis Baza: Well, first off, the Hatch Act, it was very critical. There were a lot of dos and don'ts in the Hatch Act, and the employees cannot really be doing the things they're not supposed to be doing. As Senator Lamorena has said, we kind of relaxed the law a little bit with respect to things like: you can come out, you can come to a government building, but you can't walk into a government building wearing anything. But you can park your car outside with signs and things like that.

Have we ever enforced it? Yes. We had cases that came before us, and it has never gone further than that. The issue has just been resolved.

One thing that we have done when I was the director and still being done now is that during political years, we normally have training for the different parties. It doesn't matter if you're Republican, Democrat, or anything else. We go to the different parties and we tell them the dos and don'ts, what they need to learn, what they need to know, just to make sure they're protected as well.

Because we've had complaints like, "Hey, I see a big sign at a DOE parking lot—can I do that?" And yes, you can. "Can I go to DPW? Can I do that?" You can. But you can't walk in with stickers and things like that.

So, it's a need-to-know. Employees want to get involved. Classified employees want to get involved. But they have to understand the rules and the laws. So, we try to teach them the right way to do it.

Sen Shawn Gumataotao: Right. And in 2026, it seems that most I mean, we're a more modern government than we've ever been before. And you make a great point. When we want and I think most will argue and probably in the affirmative that most government of Guam employees are probably some of the most active participants in our election process in every election. And so, I guess for me I was thinking of it as a party boss, if you will, the access that folks would have is not the same as it was maybe in 1970. Would you attest that that's the case today in 2026?

Mr. Luis Baza: That is the case.

Sen Shawn Gumataotao: Okay. So, with that said, I only have actually two more questions. One is if we're looking at a prohibition, I mean, there's some great people that work part-time employees that work at the Guam Community College and the University of Guam. Do you think that when we think of the Hatch Act and allowing part-time employees, if you will, some of them don't have make any other decision-making processes at those institutions, could there be a carveout for the those folks working at the Guam Community College or the University of Guam? There's some great people that can offer up their insights into um what we do in this branch and others.

Mr. Luis Baza: I think that's possible, but I also think that I can't presume ahead of time. If somebody makes a complaint and it comes before the commission, then we will review it. We will look at it from a fact point of view and make that decision. But I think it's a good idea. Just like with unclassified employees, there are times they can participate. They can participate, you can go to a fundraiser, you can do all these things. You just can't go up there and say, "Ladies and gentlemen, I'm supporting..." When you do that, then that's against the Hatch Act.

Sen Shawn Gumataotao: No, and that's fair. I think most of our employees have been fairly educated. I think the efforts from the Civil Service Commission, every cycle across the three branches, making sure people are well aware—the education process continues to be probably one of the most robust that we see, especially in an election cycle.

I only have one more question, Mr. Chair. You've seen it, Louie, from every angle at the Civil Service Commission, whether when you were starting out working for the CSC, you ran the whole building, you were chairman before. In your view, is the commission today stronger or weaker than when you first walked through its doors in 1985? And what is the single most important reform you think, if you're confirmed, which you're going to get confirmed, that you think you'll be championing as a member of the CSC?

Mr. Luis Baza: You know, thank you for that question. A very good question. In 2008, the Civil Service Commission was actually... the functions of the commission were actually taken away, particularly the classification and compensation management. They took one arm and one leg away from the commission, and it only functioned on grievances and adverse actions. Back then, they thought the CSC was very slow. The classification standards were all the way back to 1980, and we were too slow. It's funny to say that even now, in 2026, the standards are still 1980.

So immediately, I think after a hearing, this body changed that and gave the commission back some of its powers, except for position classification and compensation. That's under the Department of Administration.

I think what the commission should have taken full responsibility for is a uniform and unified rules and regulations and pay structure for this government, because in government you can't be competing amongst each other. That's the whole reason why we hired the Hay Group in 1990 under former Governor Felix Camacho. We paid \$500,000 for that methodology, and we took it and implemented it. We came out of an appeal process and we uniformed and unified the Government of Guam.

However, in 2008, it got discombobulated. Each autonomous agency now has its own pay structure. It's called the Alan Churo structure, and that discombobulated the whole merit process.

Now, in the Hay methodology, there's a difference between classification and compensation. Classification is something that is made based on job content, based on how you perform your duties and responsibilities. Compensation is called a pay policy. And the Hay Group says if you move the market every year, you follow the market every year. Sometimes it's good, sometimes it's bad, that's how the structure moves. But when you don't touch it for a long time, then it lags. It continues to lag, and that's what's happening.

The issue is not a classification issue in our government. It's a compensation, it's a pay policy issue. So, what I always dreamed about then, and even up to now, is a uniform and unified pay structure for the Government of Guam so that people don't compete amongst each other.

For example, an autonomous agency that is making an administrative assistant versus a line agency that is making an administrative assistant, who would want to move over to the line agency when the autonomous pay structure is higher? That's what I mean. It's no longer uniform and unified.

And I hope that someday we come up with a plan where the rules and regulations are uniform. Maybe if you work for an autonomous agency, you have your own rules to focus on your vision and mission. But in terms of the gist of personnel management, it's uniform. So no one like, for example, when the auditor comes in and says, "Hey, under the Department of Administration rules and records it says this in part, but under this autonomous agency it says something different", that's the problem. We need to be uniform and unified.

Sen Shawn Gumataotao: No, and I appreciate your insight today and you can be assured that I'm going to be voting in the affirmative for your confirmation. Again, I'm very excited for you, your family, but most importantly for the Civil Service Commission and the people of Guam. So again, thank you for being with us this morning and thank you, Mr. Chair, for the questions today.

Chairman Duenas: *Si Yu'os Ma'åse*, Senator Gumataotao, Senator Taitague, you will be recognized.

Sen Telo Taitague: *Si Yu'os Ma'åse*, and welcome to my colleagues, and of course welcome to everyone here. It's a huge crowd compared to the last time you were here, that's here in support. Obviously, you have some great background to sit in this position, and from the stories that were told today, it sounds like you still have some fight in you to continue on with this. You've contributed quite much.

In fact, I wanted to ask Senator, former Senator Lamorena, you said something earlier that he was... was that what we were talking about earlier? You said an AOJ or a... what did you mean by that? That's the question I had.

Sen Tony Lamorena: So, the adjudicative law judge, we presented to the legislature primarily as a tool to expedite cases through civil service. So, there are certain cases, for example, that you know the civil service commission when I was there, they met quite regularly and there were a lot of cases that could have been handled by an ALJ. So basically, what happens is the parties would then present their case to the AOJ. The AOJ will then make their recommendations to the commission and then the commission will either ratify or deny

the findings of the AOJ. So now what would happen is it would take some cases away from the commission to actually hear and then free up that schedule so they can now hear other cases as well. So, the ALJ plays a great role in so far as moving cases forward in civil service commission.

Sen Telo Taitague: And this is something that was contributed by the work between your chairman and yourself while your time there?

Sen Tony Lamorena: Yeah, when I was there I mean our workload...I mean we were meeting sometimes three, four times a week and you know the commissioners were exhausted and so we discussed it. We moved it forward with the legislature at the time and they agreed and we were able to get an AOJ on board.

Sen Telo Taitague: And to this day we still have that process. Is that right? Chairman, to this day we still have that process?

Juan Calvo – Chairman, Civil Service Commission: Yes, but we are very limited. Most of the cases we address immediately, and rather than having the ALJ entertain the appeal, we address it right away. The Board will schedule it and take it up.

We have, I believe, two cases, if I'm not mistaken, Mr. Director, where the ALJ handled the hearing process, and it was submitted to the Commissioner with the recommendation of the ALJ, or Administrative Law Judge. The Commission can either accept or reject the ALJ's recommendation, but it is only a recommendation. The Commission, ultimately the Board, will make the final decision after receiving that recommendation.

Lately, I've been doing a good job by having all the appeals addressed rather than delaying them. That is our mission right now: not to delay any appeal filed by employees. We want to make sure it is done on a timely basis. Senator, you put the Commission on a timeline. On average, we have six months up to a year to complete the process, and we are doing that.

Grievance appeals, no different. We are doing that as well. Post-audit investigations, we're doing that too. I also want to credit the staff for working diligently and staying on top of those appeals because there is a timeline. And not only that—after we issue an adjustment or an order, we have 60 days to put out our final notice, and we are doing that. I just want to report to the Legislature that whatever you give us, we are trying our best to make it happen, and we are doing it now.

Sen Telo Taitague: Okay. Thank you. To the nominee, Mr. Baza, during your previous term at the Civil Service Commission, what specific actions did you take to strengthen the Civil Service Commission and, based on the merit system and to protect the commission as well, what would you do differently if you go back if you're confirmed?

Mr. Luis Baza: Well, thank you for the question, a very good one. What we have done in the past, and continue to do to this present time, is provide training and development to Government of Guam employees so they understand the rules and regulations: the 60-day rule, the 90-day rule. Management in particular needs this, because to my understanding, when management loses a case before the CSC due to a violation of the 90-day rule, that is troubling. It means that when a manager is taking action, they are not really looking at the rules and risks.

So, in terms of strengthening the system, we just need to continue being more proactive in providing training and development, not just for management, but for employees as well. And I believe, up to this moment, the CSC staff continues to do that. That was one of the things we have done.

The other thing, as Senator Lamorena said when he was the Director, is the Hatch Act. There are some things under the Hatch Act — I'm not... and the ALJ. The beauty about the AOJ is that even if the attorney, the Administrative Law Judge, is our staff, it doesn't mean we rubberstamp what he finds. He puts a presentation before us, and we hear it. Again, we are independent, so we hear what he puts together. And if we need to allow the two parties to come in and make their presentation, we will.

But the ALJ is a beautiful move for us because Senator Lamorena is correct, we are bombarded with all these cases. So, we really had to find ways for someone to handle that process, and then we still hear it and either ratify, reject, or have a full-blown hearing.

Sen Telo Taitague: Thank you for that. You know, the elephant in the room is the last time you're here in front of us in 2023. As I was preparing for your confirmation hearing today, I took the time to review the footage in 2023 when you were trying to...you were sitting in front of us for the confirmation, excuse me, for the board of the port authority of Guam and you know during that time. So, I was listening because if I recall, I remember you talking about the Civil Service Commission during that hearing and some of the things that you did while you were at the Civil Service Commission before you went over to the Port Authority to become the deputy general manager. And one of the things that I recall you saying is that you recused yourself in certain circumstances. So, knowing that you did that this time around, in the event that you sit on this board and you just came from the Port Authority not too long ago, I mean, you've been there and in the event somebody is brought forward from the Port Authority, will you be recusing yourself, especially since you've known that person or you've worked with that person?

Mr. Luis Baza: Very good question and thank you again for asking it. Absolutely. And it doesn't matter whether it's the Port Authority or any other government agency, I will make

sure to let the Commissioners know that I need to recuse myself from a case if I have had interaction with that manager or that employee.

I've been gone from the Port Authority since December 2022. That doesn't mean I'm going to be involved in all the cases that come before the Commission from the Port. If I know that, because I was Deputy General Manager and oversaw Finance, Procurement, HR...those departments, and I see that the issues are coming from those areas, I will certainly let the Chairman and the Commissioners know that I had a working relationship with those individuals and that I need to recuse myself.

Now, what the Commissioners sometimes do is say, "God, we really need you to sit in on this case because we're short." Then they will ask the two parties, the lawyers, if they have any objection to me recusing myself. If they say they have no objection, then it becomes my decision.

And honestly, if in my heart I feel there is going to be a conflict, even if everyone says, "No problem, stay in," I will recuse myself. And it doesn't matter if it's the Port, DOE, or any other agency.

But that's a good question and thank you.

Sen Telo Taitague: Mr. Baza, you know the last time you were in front of us, I'm sure it was frustrating when senators asked tough questions, but that's what is required of us. We receive calls, we receive information from people, and when they hear about a nomination, they give us their story. To me, it's always important to ask the person directly so they have the opportunity to give their side of the story. There's his, hers, and the truth. Three ways...and you have to listen to everybody and ask the hard questions.

I received a phone call about your nomination, and they were concerned about the last question I asked you regarding a conflict of interest. Even after all that, they said they were still weary and concerned. One individual told me, "Mr. Baza is a very smart individual. He's well-versed in HR." But their concern is that you could be a yes-man for somebody. So, if you get a call from the front office and they tell you, "Hey, make sure you take care of this person," or something like that. That's their worry.

So, Mr. Baza, I'm giving you that opportunity right now so the people of Guam can hear. Will you be that yes-man, or will you take your position as a member and be forthright and truthful? Because sitting in this position requires a lot of integrity, your integrity.

So, can you answer to that?

Mr. Luis Baza: Again, thank you, Senator Taitague, and that's an excellent question. In my tenure as a Commissioner, and to this moment, to answer your question, if I were contacted

by anybody trying to persuade me to vote in favor of, or not in favor of, you know... it doesn't matter what they ask me. My position is based on merit. It is not based on personal faith, it is not based on who is calling me, and it is not based on who is asking me to vote for or against something.

My position then, and my position now, and honestly, I worked for former Governor Calvo, I worked for former Governor Felix Camacho, and for former Governor Eddie Baza Calvo — and they never contacted me in any way, shape, or form to say, “Hey, Louie, we have a problem here. This person is a Democrat or a Republican and we need to assist them.” My answer is: I have never received any contacts like that. No one has ever contacted me.

And if that ever happens, I have an answer for them: I follow merit system principles and practice, and due process. And I am stating that for the record.

Sen Telo Taitague: Okay. That gives you the opportunity to say it out loud and confirm that the position you will take on will be based on merit, credibility, transparency, and accountability. So I'm glad to hear you mention that.

Now, Mr. Director, Mr. Leon Guerrero, can you tell me how many people you have on the Commission right now, and how many are required?

Mr. Danny Leon Guererro – CSC Director: My staff, on the Commission. How many sit on the Commission right now? Commissioners: We have, right now, five. We need seven, and if confirmed, Louie will be our sixth. It will help us meet our quorum. We want to continue our work.

Sen Telo Taitague: That's what I thought — it's six. What happens in this situation, Mr. Baza? Since you've been there before, when there's a tie, what breaks that tie on the decision of an employee or a director?

Mr. Luis Baza: Well, before they approved the rule of four, it was majority rule. So if there were five Commissioners and four ruled in favor of management or in favor of the employee, that ruling would prevail.

If there is a tie and you don't get the four votes — let me put it this way: if you don't get the four votes, management will not prevail because the burden of proof is on management. If it's a grievance, the burden of proof is on the grievant. So you need to convince four people every time you have a hearing.

That is why, from the outside looking in, when I was working at Guam Memorial Hospital and was in charge of handling grievances and adverse actions, and I found out that the Civil Service Commission only had four members, I'm just going to be very honest with you —

from the outside looking in, I always told my Director, “You’re sick, sir,” because we only had four people over there, and it’s hard to convince four.

This is why, for a quorum, you have to have four. It’s always solid to have at least five, six, or even better, seven. Because if you only have four, it’s hard to convince four people. The burden of proof in management cases is on management, and it’s hard unless you have everything lined up.

That’s why, in my experience at the hospital — and I used this in training — whenever there was going to be an adverse action, I would come in as an HR practitioner and say, “Okay, can you look at the facts? Can you look at the records? Is this a first offense, second offense? What is the severity of the case?” And if it was too severe, then we would take it. It didn’t matter if there were only four people, because we were ready.

But it is hard to convince four people — and that is the rule of four.

Sen. Telo Taitague: Yeah. Thank you for that. Would you change any of that at all or do you think the way the system (excuse me again) is okay right now?

Mr. Luis Baza: I believe the rule of four is still in place. I don’t mind the rule of four, to be honest with you. For me, from the experience I’ve had since I’ve been a Commissioner and as Chairman, I believe the rule of four still works.

Sen. Telo Taitague: Okay. That being said, one of the things you mentioned earlier was being proactive. I like individuals who are proactive, not waiting, not procrastinating, not waiting until the fire is already burning before trying to put it out. You avoid the fires. And I’m hoping that if you do get nominated here, you move forward with that attitude of being proactive. It’s very important.

But I also know that sitting in this position is a generous contribution of your time, and your family’s time, to serve in this very important role. You are there to make a difference, to change somebody’s lifestyle, and a lot of people are going to need your truth and fairness in this position.

Other than that, I don’t have anything further, unless you have anything else you’d like to say.

Mr. Luis Baza: Well, maybe just one thing. When I first took this position as Commissioner, I was also working for the private sector at the same time...simultaneously. And I can’t do that. In the private sector, I can’t be doing government work during my private job. So you’re absolutely right, Senator.

My wife will tease me, I’m surprised I’m still married, because on Saturdays and Sundays I study these cases only on my free time. A bulk of cases come before us, but I need to be

prepared. I can't do it during working hours, and even when I come home from work, don't forget: Tuesday and Thursday we meet from 5:45 to about 8 or 9 o'clock. I don't get home on Tuesdays and Thursdays until around 10 o'clock.

I guess my family, particularly my wife, just got used to it. She's working too, so we're both busy people. But we just have to really manage our time. And back then, I managed my time by studying my cases on the weekends.

So you're right, sometimes family time is difficult. But I had a choice. Public service... and I had to give back to the government, because the government gave me 31 years of service. So it is time for me to give back to the government in whatever shape or form.

Sen. Telo Taitague: Thank you so much for that. And like I said, it's a very generous contribution of your time, and it's greatly appreciated.

One last thing — or two last things — before I go. Number one, I hope that as you ensure your integrity is at par, you also don't turn a blind eye if you see anyone engaging in any kind of shenanigans or if there is a serious concern that needs questioning, even when it becomes very sensitive.

I want to offer you my door. Just knock on my door or give me a call and come see me, because I want to be able to assist where I can. You're contributing your time, and your wife is contributing her time to allow you to do this. So, I contribute my time for you as well if you have any concerns or anything like that. It's always open to you.

So, thank you so much. Happy belated Easter to everyone. Thank you.

Chairman Duenas: Thank you very much, Senator Taitague. I'm looking forward to making sure that your packet gets put together and forwarded for this upcoming session for confirmation. I realize you are at five, and six will give you some comfort level, and hopefully we'll get to seven. Maybe we can encourage others to either ask to be nominated or accept nominations from the Governor.

After all the questions from my colleagues, many of which I would be duplicating, I just wanted to pose this question to the Director as well as yourself. I know during the time I was in management, early on Mr. Calvo and others helped me when I brought cases forward. And whether I would... actually, I don't think I ever lost. I settled several, and the one I did lose I took to the courts, and I won in the courts. But I did learn a lot by ensuring that, as a manager, I would reach back to the Civil Service Commission to get further information if there were things I didn't quite understand, being new to government.

So, I'm wondering, between the Director and yourself, do you continue that process? Do you establish trainings when needed, particularly if managers have been there for a while, and if

you see repetitive misunderstandings of the rules and regulations? Is that afforded to management so they can better prepare themselves for bringing cases before the Commission?

Mr. Luis Baza: Absolutely — thank you. In my eyes, and even when I was the Director, John Calvo was my right hand. I always say this about him: he is like the Bible of the law. Whenever I forget something, I go to him and ask, “Hey John, what law is that again?” And it’s right there. With him being my Personnel Management Administrator overseeing the analysts, he actually goes out and conducts training. He uses the post-audit authorities we have to make sure the government really knows what they’re doing. They understand the 90-day rule now.

By the way, since we’re talking about it, I still believe the 60-day rule works. I don’t understand why they moved it to 90 days. You’re just giving the government more time. If you have good time management, 60 days is enough. Because when you’re going to take action against somebody, you already know you have a timeline. When they moved it to 90 days, they gave management a little more of a break. But when you lose a case on the 90-day rule, there’s no excuse, that’s too long.

So as soon as the HR manager identifies the issue, management should act. I give the Director a timeline. When we do our training, we say: “Okay guys, if you know management should have acted, you’ve got to look at your records, look at the calendar, and take the action.” And when you’re going to take the action, if you have 10 days to respond, make sure you use those 10 days. Ten days for them to act, ten days for you to respond, and then make sure you let them know they have 20 days to appeal before the Civil Service Commission.

We’re helping employees understand that if they don’t follow the rules, like the attorney says, I feel bad when I tell people, “You lost your case because you didn’t follow the rules.” But we have to tell them. So how do we do it? We teach them. We provide training and development. Is that happening now? I believe it still is.

Chairman Duenas: Yes. Director, will you continue to support assisting management? Because the way I see it, and where I had to learn, is that there is a difference between government and private sector employment. The reality is that there is a contract which provides for progressive discipline. And when those steps are not employed, generally, there are many reasons depending on the employees.

Sometimes I have to go to their manager, because often when there are violations, it is management or supervisors who are putting things on individuals that are either outside of their responsibilities, or they are not keeping proper track of their operations and what those employees are supposed to be doing. That’s internal.

So, Directors, since you are cabinet members, do you also support consistently refreshing management’s authority and helping them understand how to bring these cases, and what the parameters are?

Mr. Danny Leon Guererro – CSC Director: Yes. And we have conducted training on political activities, grievances, and adverse actions. We continue to assist the Department of Administration as of now.

Chairman Duenas: Yes. And just because of the experience I’ve had, as I mentioned, in many cases where I really instituted progressive discipline, I now have the benchmark for whether I will bring any further action in the future. I’ve always noticed that when we came back, if management did its job, followed the rules, and ensured that everybody in the system was accountable, the process worked. Because a lot of times, the problems are downstream, from supervisors and others, where issues begin to arise. There is a lot of responsibility to ensure fair play.

Mr. Luis Baza: Yes. Just a quick comment on the issue of the private sector. The private sector has what they call the “at-will” provision, where you can fire people with or without cause. I mean, you can give me a dirty look and be terminated. But when I was in a private institution, which was a global company, I implemented what they call progressive disciplinary action. I believe in due process. So even if you are at-will, I still like to have a process, a progressive process, before you take adverse action or terminate somebody. Because in the private sector, it’s easy to fire people. It’s easy because they all sign this at-will provision. As I explained, that’s how it’s defined. And some people use that at-will provision as a tool for poor management — “I don’t like you, so I’ll handle you.”

The difference between that and the government sector is clear. But we do have some poor management in government too, and those people need to be trained. They need to understand that you have to listen to the employee as well. Now, some employees are insubordinate. Some employees will challenge their management, and that’s not good either. So, we need balance.

One thing I learned as a manager is that you can never try to be friends with people. You agree to disagree on issues. I always tell my bosses: employees are very smart. You just need to be ten steps ahead of them in terms of rules and regulations, because they know how to manipulate the system. So, we just need to be smarter than them, because they are very smart.

Chairman Duenas: Yes. One thing that people don’t always understand, and I like to take the opportunity to point this out during nominations, is that it is very costly for government when management makes mistakes. The fact is, those costs are borne by the taxpayers.

When an individual wins their case, the awards come out of our tax dollars. Sometimes there are awards for performance that was not being done, or beyond what was expected. That is the reality: when you are in management, you have a role and responsibility not just to run the operation, but to ensure discipline is taken properly so you don't inadvertently cost the government, and the taxpayers, additional revenue.

So, Mr. Baza, I am satisfied. I'm glad that many came out today, and there are many more in the audience to support your nomination. I certainly know of your acumen and your ability in this position. And, with the balance of the term here, our committee will continue to receive nominations. Please encourage others so we can reach a full complement of seven as we go forward. But I will get your nomination on the agenda in the upcoming May session for a vote. And you certainly have my support, sir.

Mr. Luis Baza: So just one final comment, Senator, and thank you very much for giving me the opportunity. I also want to thank the people next to me. These professionals are very special to me. I work closely with them.

Our former Chairman, Commissioner Untalan, taught me a lot when I was the Executive Director and he was the Chairman. John Calvo was my right-hand man. Tony was my Director. Dan was also my staff, then became my peer on the Board, and now serves as Director. Tony I knew from the Department of Administration and the private sector...he also brings balance. And of course, my supporters behind me and my family.

I want to make sure I state this for the record: thanking them for supporting me. *Si yu'os ma'ase.*

Chairman Duenas: *Hagu mas.* Yes. I remember Mr. Benavente, when he was in front of us, he had the same situation. Sometimes he probably had to take his wife out for a nice dinner because he spent his weekends reading the reports in order to be prepared for the caseload coming before him.

So once again, thank you all for the service you bring forward, for that \$50 compensation, and for spending weekends reviewing these cases to be prepared to adjudicate them during government time.

At this time, this will conclude today's public hearing on the appointment of Mr. Louis Baza as a member of the Civil Service Commission. The Committee will continue to accept written testimony on his nomination within seven calendar days from today. Testimony may be addressed to Senator Christopher M. Duenas, Chairman of the Committee, and mailed to 163 West Chalan Santo Papa, Hagåtña, Guam 96910. You may also email your testimony to senator@guamlegislature.gov.

Once again, a blessed Easter season to all of you. This public hearing is now adjourned. The time is 10:17.

IV. FINDINGS & RECOMMENDATIONS:

The Committee on Finance and Government Operations hereby reports out the **Appointment of Luis Baza to serve as Member of the Civil Service Commission Board of Commissioners to I Mina'trentai Ocho Na Liheslaturan Guåhan**. The Committee finds that Mr. Juan K. Calvo has demonstrated extensive experience and a long-standing commitment to public and private service through his decades of employment with the Government of Guam and numerous private sector employers. His testimony and responses during the confirmation hearing reflect a strong understanding of personnel policies, adherence to due process, and a consistent record of fairness and procedural integrity.

The Committee acknowledges the concerns raised during previous confirmation hearing for another position. However, Mr. Baza has shown a clear pattern of recusal in relevant cases and affirmed his commitment to impartiality and legal compliance in his duties as a Commissioner.

Testimony received, including from fellow commission members, emphasized Mr. Baza's leadership, professionalism, and efforts to maintain transparency and integrity within the Civil Service Commission. His record of decision-making and the Commission's upholding of procedural standards by the courts further reinforce his qualifications for continued service.

Recommendation: Based on the testimony received, Mr. Baza's qualifications, and his record of service, the Committee recommends that the nomination of Luis Baza to the Civil Service Commission **To Do Confirm**.