

*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-25-1389	Anthony P. Benavente	Member	Civil Service Commission Board of Commissioners	10/21/25	Six (6) Years; From Date of Confirmation	10/29/25	Committee on Finance and Government Operations.	11/17/25	1/6/26			



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

January 5, 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 [Signature]
Chairman, Committee on Rules

RE: Committee Report on the Appointment of Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission

Buenas yan Håfa Adai Speaker,

Transmitted herewith is the Committee Report on the Appointment of Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission

Committee votes are as follows:

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



COMMITTEE ON RULES

RECEIVED:

January 5, 2026 10:34 a.m.
Marie Crisostomo

Senseremente,

[Signature]

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



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

## **COMMITTEE REPORT**

Appointment of  
**Anthony P. Benavente**  
*Member*  
Civil Service Commission  
Board of Commissioners



# Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

DATE

## MEMORANDUM

**To:** All Members  
Committee on Finance and Government Operations

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

**Subject:** Committee Report on the Appointment of Anthony P. Benavente, Member,  
Board of Commissioners, Civil Service Commission

Transmitted herewith for your consideration is the Committee Report relative to **Anthony P. Benavente's Appointment to serve as Member, on the Board of Commissioners, of the Civil Service Commission.**

This report includes the following:

- Copy of COR Referral
- Appointment letter to Speaker
- Appointment Packet
- 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*  
38<sup>th</sup> Guam Legislature

October 29, 2025

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

**Attorney Darleen Hiton**  
Legislative Legal Counsel

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

**Subject:** **Referral of Appointment**

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*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:** **Anthony P. Benavente**  
**Position:** **Member**  
**Term Length:** **Six (6) Years; From Date of Confirmation**

Please refer the following document:

“**Doc. No. 38GL-25-1389**– Office of the Governor - Appointment and Supporting Documents for Anthony P. Benavente, Member, Civil Service Commission Board of Commissioners.”

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**  
LT. GOVERNOR

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

*38GL-25-1389*  
**OFFICE OF THE SPEAKER**  
**FRANK F. BLAS JR.**

October 21, 2025

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

OCT 27 2025  
Time: 4:30 pm  
Received: [Signature]

**RE: Board Reappointment**

*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 reappointment and supporting documents:

**APPOINTEE:** Anthony P. Benavente  
**POSITION:** Member, Board of Commissioners  
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,*

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



**38GL-25-1389**  
Messages and Communications  
**RECEIVED**  
COMMITTEE ON RULES  
October 28, 2025  
10:26 a.m.  
*Marie Crisostomo*

cc: *Honorable* Joshua F. Tenorio, *Sigundo Maga'låhen Guåhan*, Lt. Governor of Guam

LOURDES A. LEON GUERRERO  
GOVERNOR



JOSHUA F. TENORIO  
LT. GOVERNOR

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

October 21, 2025

**ANTHONY P. BENAVENTE**

*Håfa Adai* Mr. Benavente:

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

**MEMBER, BOARD OF COMMISSIONERS  
CIVIL SERVICE COMMISSION  
Term Length: Six (6) Years; From Date of Confirmation**

Your reappointment is a testament to your commitment to public service and your faithful execution of the great responsibilities that this position requires. I am confident that you will continue to fulfill your duties in a professional manner. On behalf of the people of Guam, I extend my gratitude for your continued service in this important role.

This reappointment is subject to the advice and consent of *I Liheslaturan Guåhan*.

Should you have any questions, please contact Ms. Jean Taitano at (671) 473-1121.

*Senseramente,*

Handwritten signature of Lourdes A. Leon Guerrero in black ink.

**LOURDES A. LEON GUERRERO**

*Maga'hågan Guåhan*

Governor of Guam

cc: *Honorable* Joshua F. Tenorio, *Sigundo Maga'låhen Guåhan*, Lt. Governor of Guam  
Juan K. Calvo, Chairman, Civil Service Commission

**LOURDES A. LEON GUERRERO**  
Governor



**JOSHUA F. TENORIO**  
Lieutenant Governor

## OFFICE OF THE GOVERNOR OF GUAM Nomination and Appointment Information Sheet

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

### NOMINEE INFORMATION

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

### EDUCATION

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

**EMPLOYMENT HISTORY**

<b>Name of Present/Last Employer and Mailing Address</b> Guam Civil Service Commission Board of Commissioners Bell Tower, 710 Marine Corps Dr Suite 201, Hagåtña, 96910, Guam	<b>Position Title</b> Vice Chairman
	<b>Dates Held</b> October 2019 - Current

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

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

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

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

**PRIOR GOVERNMENT OF GUAM SERVICE**

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

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

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

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

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

**TRAINING**

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

**AWARDS**

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

**PROFESSIONAL INVOLVEMENT**

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

**COMMUNITY / CIVIC INVOLVEMENT**

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

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

**PUBLICATIONS AND PRESENTATIONS**

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

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

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

**OTHER INFORMATION**

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

Yes  No  If so, please specify in detail: \_\_\_\_\_

Address of the Court: \_\_\_\_\_

Date(s) of Conviction: \_\_\_\_\_

Specific Infraction Committed: \_\_\_\_\_

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

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

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

Yes  No

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

Yes  No  If so, please specify in why the appointing authority believes you that you are not suffering from any mental illness or affliction:

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**AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY**

I, the undersigned, do hereby depose and say that: (1) I have read and reviewed the information contained in the attached Appointment/Nomination letter from the Governor of Guam; (2) that the matters contained in the Appointment/Nomination letter, together with all attachments thereto, are true and correct and that I am competent to testify to said matters; and (3) that this Declaration is made for the purpose of complying with the requirements of 4 G.C.A. Section 2103.5.

I declare under penalty of perjury under the laws of Guam (4 G.C.A. Section 4308) that the foregoing is true and correct.

**Anthony P. Benavente**



Print Name and Signature

**8/14/2025**

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: **ANTHONY PEREZ BENAVENTE**

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: 08/15/2025

Janice M. Camacho-Perez  
Clerk of Court

By: *Rachael Q. Orsini*

Court Archivist  
Signed by: Rachael Q. Orsini  
Prepared by: Kaylee M. Cruz



The absence of an Original Court Seal Invalidates this document. 2617361

The Judiciary of Guam is an equal opportunity provider and employer.



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



August 17, 2025

**SUBJECT: CRIMINAL HISTORY RECORD**

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

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

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

By Direction: BARBIE

STEPHEN C. IGNACIO  
Chief of Police

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



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

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## FIRST NOTICE of Public Hearing on November 17, 2025

2 messages

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Senator Chris Duenas <senator.duenas@guamlegislature.gov>  
To: phnotice@guamlegislature.gov

Fri, Nov 7, 2025 at 8:00 AM

### FOR IMMEDIATE RELEASE

November 7, 2025

### 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 November 17, 2025**

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The Committee on Finance and Government Operations will hold a public hearing on **Monday, November 17, 2025**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building. The agenda is as follows:

- **38GL-25-1389** – Office of the Governor of Guam – Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*
- **Bill No. 195-38 (COR)** – Vincent A. V. Borja - AN ACT TO ADD A NEW §849.18 TO CHAPTER 8, TITLE 1 GUAM CODE ANNOTATED RELATIVE TO RENAMING THE GEORGE WASHINGTON FOOTBALL FIELD AS THE LORING SANTOS CRUZ FOOTBALL FIELD.
- **Bill No. 208-38 (COR)** – Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.

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.

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](https://www.youtube.com/@guamlegislaturemedia)).

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**Office of Senator Christopher M. Dueñas**

*Chairman, Committee on Government Finance and Operations*

259 Martyr St., Hagatna, Guam 96910

[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)

(671) 989-9554


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**2 attachments**



**senator-duenas-headshot.jpg**

70K

 **1N 11-17-25.pdf**  
355K

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**Ed Pocaigue** <[sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)>  
To: Senator Chris Duenas <[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)>

Fri, Nov 7, 2025 at 8:14 AM

Hafa Adai,

Posted on calendar.

[Quoted text hidden]

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**Edward S. Pocaigue, Jr.**

Sergeant-at-Arms

*I Mina'trentai Ocho Na Liheslaturan Guåhan*

Guam Congress Building, 1st Floor

163 Chalan Santo Papa

Hagåtña, Guam 96910



1-671-969-3514



[sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)

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# Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

## FOR IMMEDIATE RELEASE

November 7, 2025

### 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 November 17, 2025**

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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

  LIKE AND FOLLOW @SENATORDUENAS


# FIRST NOTICE of Public Hearing on November 17, 2025

 PRINT

**FIRST NOTICE of Public Hearing on November  
17, 2025**


**PUBLIC HEARING**



 **Posted on:** 11/07/2025 10:10 AM

 **Posted by:** Ashley Shinohara

 **Public Hearing Date:** 11/17/2025 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)

 **Share this notice**

**FOR IMMEDIATE RELEASE**

November 7, 2025

**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 November 17, 2025**

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- **38GL-25-1389**  
([https://guamlegislature.gov/38th\\_Guam\\_Legislature/Mess\\_Comms\\_38th/Doc.%20No.%2038GL-25-1389.pdf](https://guamlegislature.gov/38th_Guam_Legislature/Mess_Comms_38th/Doc.%20No.%2038GL-25-1389.pdf)) – Office of the Governor of Guam – Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*
- **Bill No. 195-38 (COR)**  
([http://guamlegislature.gov/38th\\_Guam\\_Legislature/Bills\\_Introduced\\_38th/Bill%20No.%20195-38%20\(COR\).pdf](http://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20195-38%20(COR).pdf)) – Vincent A. V. Borja - AN ACT TO ADD A NEW §849.18 TO CHAPTER 8, TITLE 1 GUAM CODE ANNOTATED RELATIVE TO RENAMING THE GEORGE WASHINGTON FOOTBALL FIELD AS THE LORING SANTOS CRUZ FOOTBALL FIELD.
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([http://guamlegislature.gov/38th\\_Guam\\_Legislature/Bills\\_Introduced\\_38th/Bill%20No.%20208-38%20\(COR\).pdf](http://guamlegislature.gov/38th_Guam_Legislature/Bills_Introduced_38th/Bill%20No.%20208-38%20(COR).pdf)) – Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.

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(<mailto:senator.duenas@guamlegislature.gov>) or by phone at  
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([@guamlegislaturemedia](https://www.youtube.com/@guamlegislaturemedia)  
(<https://www.youtube.com/@GuamLegislatureMedia>)).



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

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## SECOND NOTICE of Public Hearing on November 17, 2025

2 messages

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Senator Chris Duenas <senator.duenas@guamlegislature.gov>  
To: phnotice@guamlegislature.gov

Fri, Nov 14, 2025 at 8:00 AM

### FOR IMMEDIATE RELEASE

November 14, 2025

### 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 November 17, 2025**

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- **Bill No. 208-38 (COR)** – Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.

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.

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](https://www.youtube.com/@guamlegislaturemedia)).

--



**Office of Senator Christopher M. Dueñas**

*Chairman, Committee on Government Finance and Operations*

259 Martyr St., Hagatna, Guam 96910

[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)

(671) 989-9554


---

**2 attachments**



**senator-duenas-headshot.jpg**

70K

 **2N 11-17-25.pdf**  
355K

---

**Ed Pocaigue** <[sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)>  
To: Senator Chris Duenas <[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)>

Fri, Nov 14, 2025 at 8:06 AM

Hafa Adai,

Calendar updated.

[Quoted text hidden]

--



**Edward S. Pocaigue, Jr.**

Sergeant-at-Arms

*I Mina'trentai Ocho Na Liheslaturan Guåhan*

Guam Congress Building, 1st Floor

163 Chalan Santo Papa

Hagåtña, Guam 96910



1-671-969-3514



[sgtarms@guamlegislature.gov](mailto:sgtarms@guamlegislature.gov)

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# Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

## FOR IMMEDIATE RELEASE

November 14, 2025

### 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 November 17, 2025**

---

The Committee on Finance and Government Operations will hold a public hearing on **Monday, November 17, 2025**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building. The agenda is as follows:

- [38GL-25-1389](#) – Office of the Governor of Guam – Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*
- [Bill No. 195-38 \(COR\)](#) – Vincent A. V. Borja - AN ACT TO ADD A NEW §849.18 TO CHAPTER 8, TITLE 1 GUAM CODE ANNOTATED RELATIVE TO RENAMING THE GEORGE WASHINGTON FOOTBALL FIELD AS THE LORING SANTOS CRUZ FOOTBALL FIELD.
- [Bill No. 208-38 \(COR\)](#) – Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.

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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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](mailto:SENATOR.DUENAS@GUAMLEGISLATURE.GOV)

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# **SECOND NOTICE of Public Hearing on November 17, 2025**

 PRINT

## **SECOND NOTICE of Public Hearing on November 17, 2025**

**PUBLIC HEARING**



 **Posted on:** 11/14/2025 08:08 AM

 **Posted by:** Ashley Shinohara

 **Public Hearing Date:** 11/17/2025 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**

November 14, 2025

**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 November 17,  
2025**

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**38GL-25-1389**

([https://guamlegislature.gov/38th\\_Guam\\_Legislature/Mess\\_Comms\\_38th/Doc.%20No.%2038GL-25-1389.pdf](https://guamlegislature.gov/38th_Guam_Legislature/Mess_Comms_38th/Doc.%20No.%2038GL-25-1389.pdf)) - Office of the Governor of Guam - Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*

**Bill No. 195-38 (COR)**

([http://guamlegislature.gov/38th\\_Guam\\_Legislature/Bills\\_1ntroduced\\_38th/Bill%20No.%20195-38%20\(COR\).pdf](http://guamlegislature.gov/38th_Guam_Legislature/Bills_1ntroduced_38th/Bill%20No.%20195-38%20(COR).pdf)) - Vincent A. V. Borja - AN ACT TO ADD A NEW §849.18 TO CHAPTER 8, TITLE 1 GUAM CODE ANNOTATED RELATIVE TO RENAMING THE GEORGE WASHINGTON FOOTBALL FIELD AS THE LORING SANTOS CRUZ FOOTBALL FIELD.

**Bill No. 208-38 (COR)**

([http://guamlegislature.gov/38th\\_Guam\\_Legislature/Bills\\_1ntroduced\\_38th/Bill%20No.%20208-38%20\(COR\).pdf](http://guamlegislature.gov/38th_Guam_Legislature/Bills_1ntroduced_38th/Bill%20No.%20208-38%20(COR).pdf)) - Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.

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# *Office of Senator Christopher M. Dueñas*

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

## **PUBLIC HEARING AGENDA**

**November 17, 2025 - Guam Congress Building**

**09:00 AM:**

- **38GL-25-1389 – Office of the Governor of Guam – Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\***
- **Bill No. 195-38 (COR) – Vincent A. V. Borja - AN ACT TO ADD A NEW §849.18 TO CHAPTER 8, TITLE 1 GUAM CODE ANNOTATED RELATIVE TO RENAMING THE GEORGE WASHINGTON FOOTBALL FIELD AS THE LORING SANTOS CRUZ FOOTBALL FIELD.**
- **Bill No. 208-38 (COR) – Telo T. Taitague - AN ACT TO AMEND PUBLIC LAW 37-135 TO PROVIDE A ONE-TIME TWO HUNDRED DOLLAR (\$200) SUPPLEMENTAL COST-OF-LIVING ALLOWANCE (COLA) TO ELIGIBLE RETIREES AND SURVIVORS WHO LAST RENDERED GOVERNMENT SERVICE WITH AUTONOMOUS AGENCIES AND PUBLIC CORPORATIONS.**

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](mailto: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 Jesse A. Lujan at the contact information provided above.

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: November 17, 2025

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.

38GL-25-1389

– Office of the Governor of Guam –

Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
1	Tony Benavente	CSC	[REDACTED]	Tony.benavente@csc.guam.gov		✓		
2	JANEQUE L. SAGUN	CSC	[REDACTED]	janeque.sagun@csc.guam.gov			✓	
3	Juan E. Calvo	"	[REDACTED]	[REDACTED]				
4	DAVID D. L.B.	"	[REDACTED]	[REDACTED]				
5	FRED Nishihara	"	[REDACTED]	[REDACTED]			✓	
6	Christine Quineta	"	[REDACTED]	[REDACTED]			✓	
7	Audre King	CSC	[REDACTED]	[REDACTED]			✓	
8	Rolando Ferreras	CSC	[REDACTED]	Rolando.Ferreras@csc.guam.gov			✓	
9								
10								
11								
12								



Date: November 17, 2025

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.

38GL-25-1389

– Office of the Governor of Guam –

Appointment and Supporting Documents for Anthony P. Benavente, Member, Board of Commissioners, Civil Service Commission.\*

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
1	CAMAUCHO CYNTHIA	CSC / PMA	(71) 647-1854	cynthia.camauch@psc.guam.gov			✓	
2	Susan Corbin	CSC	647-1855	susan.corbin@psc.guam.gov			✓	
3	Michelle Galang	CSC	647-1825	michelle.galang@psc.guam.gov			✓	
4								
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Senator Chris Duenas <senator.duenas@guamlegislature.gov>

---

## Invitation to a Public Hearing for CSC Appointee Anthony Benavente

3 messages

---

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

Fri, Nov 7, 2025 at 9:51 AM

To: Janeque Sagun <janeque.sagun@csc.guam.gov>, Anthony Benavente [REDACTED], Daniel Leon Guerrero <daniel.leonguerrero@csc.guam.gov>

Buenas yan Hafa Adai!

The Committee on Finance and Government Operations invites you to a public hearing where **38GL-25-1389** is on the agenda. The hearing is scheduled for Monday, November 17, 2025, beginning at 9:00 a.m. in the Guam Congress Building.

Your input is valuable, and we encourage you to attend and share your testimony. If you plan to present written testimony, please bring 15 copies or email it to the committee at least 48 hours prior to the hearing.

If you are unable to attend in person, you may submit written testimony via email to [senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov) at least 48 hours before the public hearing.

Please note, if you plan to testify with a digital presentation via external usb drive, please submit it to our office 48 hours prior to the hearing as it will need to be assessed by our MIS department.

Kindly confirm your receipt of this email and whether you will be attending the hearing. If you have any questions or require additional information, please call our office at (671) 989-9554.

Regards,

--



### Office of Senator Christopher M. Dueñas


*Chairman, Committee on Government Finance and Operations*

259 Martyr St., Hagatna, Guam 96910

[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)

(671) 989-9554

---

 **1N 11-17-25.pdf**  
355K

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Janeque Sagun <janeque.sagun@csc.guam.gov>

Fri, Nov 7, 2025 at 9:57 AM

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

Cc: Anthony Benavente [REDACTED], Daniel Leon Guerrero <daniel.leonguerrero@csc.guam.gov>, Christine Quinata <christine.quinata@csc.guam.gov>

Hafa Adai,

This is to certify that the Civil Service Commission has received your email concerning the public hearing on referral appointments of 38GL-25-1389, which includes the accompanying attachment.

- **FIRST NOTICE of Public Hearing on November 17, 2025.**

Additionally, this is to confirm that the Civil Service Commission along with Appointee (Anthony P. Benavente) will be in attendance for the Public Hearing on November 17, 2025.

Thank you very much and have a wonderful day.

[Quoted text hidden]

--



*Janeque LeeAnn L.G Sagun*

**Civil Service Commission (CSC)**

**BOARD SECRETARY**

BELL TOWER, Suite 201, 710 West Marine Corps  
Drive Hagatna, Guam 96910


[janeque.sagun@csc.guam.gov](mailto:janeque.sagun@csc.guam.gov)

Website: [csc.guam.gov](http://csc.guam.gov)

Work: (671) 647-1855 / Fax: (671) 647-1867

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

Fri, Nov 7, 2025 at 9:59 AM

To: Janeque Sagun <janeque.sagun@csc.guam.gov>

Cc: Anthony Benavente [REDACTED], Daniel Leon Guerrero <daniel.leonguerrero@csc.guam.gov>, Christine Quinata <christine.quinata@csc.guam.gov>

Hafa Adai Janeque,

Confirming receipt of your reply. Thank you.

Regards,

--



**Office of Senator Christopher M. Dueñas**

*Chairman, Committee on Government Finance and Operations*

259 Martyr St., Hagatna, Guam 96910

[senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)

(671) 989-9554

[Quoted text hidden]

November 17, 2025

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 Anthony P. Benavente to the Civil Service Commission Board of Commissioners**

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

Buenas Yan Hafa Adai!

Thank you for holding this hearing on my nomination to the Civil Service Commission Board. I am deeply honored to appear before you today. It has been a privilege to serve in this capacity for the past three years, and I wish to express my sincere gratitude to Governor Lourdes A. Leon Guerrero, Lieutenant Governor Joshua F. Tenorio, Civil Service Commission Chairperson, Mr. Juan K. Calvo and Mr. Daniel D. Leon Guerrero, CSC Executive Director for their continued trust and confidence. I am happy to say that my wife Patricia said it was okay.

I humbly request your favorable consideration so I may continue serving. I remain committed to upholding the integrity and objectives of the Board, ensuring fair and impartial reviews, and supporting the intended application of the government's merit system. The experience gained over the past three years, combined with my training and work experience, will enable the Board to effectively work through complex issues. This includes ensuring all relevant factors and policies are considered, evaluating evidence, understanding context, and verifying compliance with all policies and legal requirements. I look forward to collaborating with fellow commissioners to fulfill the Board's mission, including suggesting improvements to enhance efficiency and fairness, learning from each case to develop more effective strategies.

My term as commissioner has provided me with valuable firsthand experience and personal perspectives and with emotional investment in fulfilling this responsibility. These include feeling the weight of making important decisions that directly affect people's lives; carefully navigating complex issues while balancing empathy with fairness to ensure impartial outcomes; and addressing situations where decisions may conflict with competing interests.

On a lighter note, I have also learned to be more mindful when in public, politely sidestepping questions or comments regarding high-profile cases and becoming more aware of public

perception and be prepared to respond appropriately to questions or criticism. I approach these situations through self-reflection, by seeking feedback, and by drawing upon a basic understanding of human nature. I recognize that such challenges are expected and come with the responsibilities of this position. I also fully accept and understand the time commitment required. Many weeknights and weekends are spent preparing for hearings, often requiring extensive review and preparation. The seriousness of this responsibility underscores my commitment to maintaining the highest ethical standards and supporting the mission of the Civil Service Commission.

Once again, I thank you for the opportunity to appear before you today, and I respectfully request your favorable consideration of my nomination. Si Yu'os mas'ase'.

Respectfully submitted,



**Anthony P. Benavente**  
Nominee

Cc: Lourdes A. Leon Guerrero, Governor  
Josh Tenorio, Lieutenant Governor  
Juan K. Calvo, CSC Chairman  
Daniel D. Leon Guerrero, CSC Executive Director  
CSC Commissioners



# CIVIL SERVICE COMMISSION

## Kumisión I Setbision Sibit

“CSC IS THE VANGUARD OF THE MERIT SYSTEM.”

GOVERNMENT OF GUAM

I Gobietnon Guåhan



**LOU A. LEON GUERRERO**  
Governor (Maga'håga)

**JOSHUA TENORIO**  
Lt. Governor (Sigundo Maga'låhi)

Telephone (Telfon): (671) 647-1855 • Fax (Faks): (671) 647-1867  
Website: <https://www.csc.guam.gov>

**DANIEL D. LEON GUERRERO**  
Executive Director

**MEMORANDUM #CHR-225100**

**Sent via Electronic Mail:**

**Date:** November 17, 2025

**To:** 38<sup>TH</sup> 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 the Reappointment of Mr. Anthony P. Benavente for a Second 6 Year Term as a Commissioner for the Civil Service Commission.**

***Buenas yan Hafa Adai,*** Honorable Senators 38<sup>th</sup> Guam Legislature and Committee on Finance Government Operations.

I strongly support the reappointment of Mr. Anthony P. Benavente, Vice Chairman of the Civil Service Commission. The Maga'hågan Guahan, Lourdes A. Leon Guerrero has reappointed him for a 2nd 6-year term.

Mr. Benavente's expertise is in human resources (HR), both in the government and business sectors. He worked as an Employment Management Labor Relations Officer for the Department of Administration (GovGuam) for 19 years, H.R. Administrator at Guam Community College for 5 years, H.R. Director at StayWell for 9 years, and H.R. Manager at ITE/IP&E for 19 years.

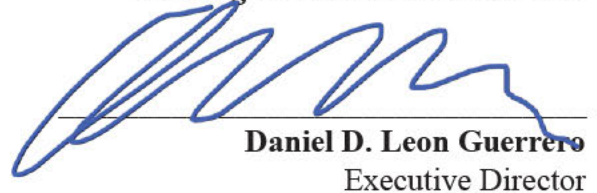
Mr. Benavente earned a Bachelor's Degree from the University of Guam and trained in labor contracts, labor management relations, equal employment opportunity (EEO), fair labor standards, ADA, labor laws, and HIPAA. Professionally Human Resources Certified, A Doctor Sanchez

Scholarship recipient, and member of the National Society for Human Resource Management and the Society for Human Resource Management's Guam Chapter. (SHRM)

During his six years as commissioner, Mr. Benavente developed and provided a high level of skill, thoroughness, and ethical decision-making in routine complicated appeal matters. He has demonstrated expertise and talent while serving the community as a commissioner.

I am in support of Mr. Benevente's reconfirmation as commissioner for another six years due to his commitment to the Civil Service Merit System. I am entirely confident he will continue to serve the people of Guam in a judicious manner.

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



**Daniel D. Leon Guerrero**  
Executive Director



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

---

## November 17, 2025 Re: Anthony P. Benavente Confirmation Hearing

---

Lillian Guerrero [REDACTED]  
To: <SENATOR.DUENAS@guamlegislature.gov>

Fri, Nov 14 at 4:57 PM

Subject: Anthony P. Benavente

Support for the reconfirmation of Anthony P. Benavente as Vice Chairman of the Civil Service Commission Board.

Fr: Francisco Taitano Guerrero [REDACTED]  
Cell: [REDACTED]

Email: [REDACTED].

November 14, 2025

The Honorable Christopher M. Dueñas Chairman Committee on Finance and Government Operations Guam Legislature  
[259 MARTYR STREET, HAGATNA GUAM 96910](#) | TEL: 671-989-9554

Buenas Yan Hafa Adai, Senator Dueñas,

It is with deep regret that I am unable to attend today's reconfirmation hearing. However, I would like to take this opportunity to express my strong support for the reconfirmation of Anthony P. Benavente as Vice Chairman of the Civil Service Commission Board. As a Commissioner of the Civil Service Commission, I have had the privilege of collaborating with Mr. Benavente and have witnessed his unwavering commitment to public service and dedication to improving our community.

Mr. Benavente's extensive experience and profound understanding of civil service matters make him an invaluable asset to the Board. His leadership skills, coupled with his ability to foster collaboration among diverse stakeholders, have significantly contributed to the effective functioning of the Commission. He approaches challenges with a thoughtful and proactive mindset, ensuring that the interests of both employees and the government are represented fairly.

Furthermore, as a Retired Command Sergeant Major of the Special Forces Green Berets, I understand the importance of service, integrity, and leadership in any role. Mr. Benavente embodies these values, consistently advocating for transparency, fairness, and accountability within the Civil Service Commission. His strategic vision and commitment to promoting a high standard of excellence in our civil service operations are commendable.

I am confident that Mr. Benavente will continue to demonstrate the same level of dedication and effectiveness in his role as Vice Chairman, should he be reconfirmed. I urge you and your colleagues to support his reconfirmation and allow him to continue his essential work in serving the people of Guam.

Thank you for considering my thoughts on this matter. Please confirm receipt of my email.

Si Yu'us ma'ase' Yan Si Yu'us un benadesi todos Hamyu gi Legeslaturan Guåhan,

Francisco Taitano Guerrero    Commissioner, Civil Service Commission Retired Command Sergeant Major, Special Forces Green Beret (30 years of service)


Cc'd: ***speakerblas@guamlegislature.gov***



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

**COMMITTEE VOTE SHEET**

**Appointment of Mr. Anthony P. Benavente  
Member, Board of Commissioners, Civil Service Commission**

Committee Members	Signature	TO DO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
<b>Senator Christopher M. Dueñas</b> <i>Chairperson</i>		✓				
<b>Senator V. Anthony Ada</b> <i>Vice Chairperson</i>	E-VOTE 12/31/25	✓				
<b>Senator Frank F. Blas, Jr.</b> <i>Member</i>	E-VOTE 12/31/25	✓				
<b>Senator Sabrina Salas Matanane</b> <i>Member</i>						
<b>Senator Jesse A. Lujan</b> <i>Member</i>	E-VOTE 12/31/25	✓				
<b>Senator Vincent A.V. Borja</b> <i>Member</i>	E-VOTE 12/31/25	✓				
<b>Senator Tina Rose Muña Barnes</b> <i>Member</i>	E-VOTE 12/31/25	✓				
<b>Senator Joe S. San Agustin</b> <i>Member</i>	E-VOTE 12/31/25	✓				



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

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## Re: Urgent E-Vote - Appointment of Mr. Anthony P. Benavente to serve as Member of the Board of Commissioners for the Civil Service Commission

6 messages

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

Wed, Dec 31, 2025 at 1:36 PM

To: senator.duenas@guamlegislature.gov

Cc: Senator Jesse Lujan <senator.lujan@guamlegislature.gov>, speakerblas@guamlegislature.gov, office.senatorbri@guamlegislature.gov, Senator Vince Borja <vince.borja@guamlegislature.gov>, contact@senatorvinceborja.com, senator.munabarnes@guamlegislature.gov, senatorjoessanagustin@gmail.com, Chirag Bhojwani <cbhojwani@guamlegislature.gov>

To do confirm

On Dec 30, 2025, at 9:34 PM, Office of Senator Chris Duenas <senator.duenas@guamlegislature.gov> wrote:

Hafa Adai Committee Members:

Please find attached the committee report attached for the Appointment of Mr. Anthony P. Benavente to serve as Member of the Board of Commissioners for the Civil Service Commission.

Your action on this measure is respectfully requested.

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

TO DO CONFIRM

TO NOT CONFIRM

TO REPORT OUT ONLY

TO ABSTAIN

TO PLACE IN INACTIVE FILE

Please submit your response as soon as possible and kindly **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. Happy New Years!

**Office of Senator Christopher M. Dueñas**

*Chairman, Committee on Government Finance and Operations*

259 Martyr St., Hagatna, Guam 96910  
senator.duenas@guamlegislature.gov  
(671) 989-9554

<CMD\_CR\_Anthony P. Benavente\_CSC.pdf>

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**Joe S. San Agustin** <senatorjoessanagustin@gmail.com>

Wed, Dec 31, 2025 at 1:36 PM

To: "Vice Speaker V. Anthony Ada" <vicespeakertonyada@guamlegislature.gov>  
Cc: Chris Duenas <senator.duenas@guamlegislature.gov>, Senator Jesse Lujan <senator.lujan@guamlegislature.gov>, "Speaker Frank F. Blas Jr." <speakerblas@guamlegislature.gov>, Office Senator Bri <office.senatorbri@guamlegislature.gov>, Senator Vince Borja <vince.borja@guamlegislature.gov>, Office of Senator Vince Borja <contact@senatorvinceborja.com>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, Chirag Bhojwani <cbhojwani@guamlegislature.gov>

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](mailto:senatorjoessanagustin@gmail.com)

Website: [www.senatorjoessanagustin.com](http://www.senatorjoessanagustin.com)

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**Senator Jesse Lujan** <senator.lujan@guamlegislature.gov>

Wed, Dec 31, 2025 at 1:38 PM

To: "Joe S. San Agustin" <senatorjoessanagustin@gmail.com>  
Cc: "Vice Speaker V. Anthony Ada" <vicespeakertonyada@guamlegislature.gov>, Chris Duenas <senator.duenas@guamlegislature.gov>, "Speaker Frank F. Blas Jr." <speakerblas@guamlegislature.gov>, Office Senator Bri <office.senatorbri@guamlegislature.gov>, Senator Vince Borja <vince.borja@guamlegislature.gov>, Office of Senator Vince Borja <contact@senatorvinceborja.com>, Senator Tina Muna Barnes <senator.munabarnes@guamlegislature.gov>, Chirag Bhojwani <cbhojwani@guamlegislature.gov>

To do confirm.

Happy New Year!

[Quoted text hidden]

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### 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](mailto:senator.lujan@guamlegislature.gov)

(671) 969-6525

---

**Office of Senator Vince Borja** <contact@senatorvinceborja.com>

Wed, Dec 31, 2025 at 2:20 PM

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

To: senator.duenas@guamlegislature.gov

Cc: vicespeakertonyada@guamlegislature.gov, senator.lujan@guamlegislature.gov, speakerblas@guamlegislature.gov, office.senatorbri@guamlegislature.gov, senator.munabarnes@guamlegislature.gov, senatorjoessanagustin@gmail.com,

cbhojwani@guamlegislature.gov, senator.duenas@guamlegislature.gov

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](mailto:contact@senatorvinceborja.com)

[Quoted text hidden]

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**Speaker Frank Blas Jr.** <speakerblas@guamlegislature.gov>

Wed, Dec 31, 2025 at 2:47 PM

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

Cc: senator.duenas@guamlegislature.gov, vicespeakertonyada@guamlegislature.gov, senator.lujan@guamlegislature.gov, office.senatorbri@guamlegislature.gov, senator.munabarnes@guamlegislature.gov, senatorjoessanagustin@gmail.com, cbhojwani@guamlegislature.gov

To Do Confirm



**Speaker, Frank F. Blas, Jr.**

**I Mina'trentai Ocho na Liheslaturan Guåhan 38<sup>th</sup> Guam Legislature**

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

**(671)969 6456**

**[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)**

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[Quoted text hidden]

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**Senator Tina Rose Muña-Barnes** <senator.munabarnes@guamlegislature.gov>

Wed, Dec 31, 2025 at 2:48 PM

To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Cc: Office of Senator Vince Borja <contact@senatorvinceborja.com>, senator.duenas@guamlegislature.gov, vicespeakertonyada@guamlegislature.gov, senator.lujan@guamlegislature.gov, office.senatorbri@guamlegislature.gov, senatorjoessanagustin@gmail.com, cbhojwani@guamlegislature.gov

**to do confirm**

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**COMMITTEE REPORT DIGEST**

*Committee on Finance and Government Operations*

Senator Christopher M. Dueñas, Chairman

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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](mailto:senator.duenas@guamlegislature.gov).

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**Appointment of Mr. Anthony P. Benavente  
Member, Board of Commissioners, Civil Service Commission**

**I. OVERVIEW**

The Appointment of Mr. Anthony P. Benavente to serve as a Member of the Civil Service Commission Board of Commissioners for a term of 6 years was transmitted by *I Maga'hågan Guåhan* on October 21, 2025 and was subsequently referred by the Committee on Rules to the **Committee on Finance and Government Operations on October 29, 2025**.

The **Committee on Finance and Government Operations** convened a Public Hearing on the Appointment of Mr. Anthony P. Benavente on **November 17, 2025** at **9 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 **November 7, 2025** (5-Day Notice), and again on **November 14, 2025** (48-Hour Notice).

**SENATORS PRESENT**

- **Chairman, Senator Christopher M. Duenas**
- **Senator Jesse A. Lujan**
- **Ranking Member, Senator Tina Rose Muña Barnes**
- **Senator Chris Barnett**
- **Senator Telo T. Taitague**
- **Vice Speaker, Senator V. Anthony Ada**
- **Senator Eulogio Shawn Gumataotao**

**ORAL TESTIMONY:**

- **Mr. Juan K. Calvo**
- **Mr. Daniel Leon Guerrero**
- **Mr. Fred Nishihara**
- **Mr. Anthony P. Benavente**

**WRITTEN TESTIMONY:**

- **Mr. Daniel Leon Guerrero**
- **Mr. Anthony P. Benavente**
- **Mr. Francisco Taitano Guerrero**

**II. SUMMARY OF TESTIMONY & DISCUSSION**

The public hearing for the Appointment of Mr. Anthony P. Benavente to serve as a Member of the Civil Service Commission Board of Commissioners was called to order at **9 AM.**

**Committee Chairman, Senator Christopher M. Duenas** read into the record housekeeping information, including compliance with the Open Government Law, General Rules of Conduct, and then invited those willing to testify to come forward.

The committee received oral testimony in support of Mr. Benavente's reconfirmation.

Civil Service Commission Chairperson **Mr. Juan Calvo** testified that he worked with Mr. Benavente for many years in government service and later recruited him to

## **COMMITTEE REPORT DIGEST – Appointment of Mr. Anthony P. Benavente**

[November 17, 2025](#)

fill a vacancy on the Commission. Mr. Calvo described Mr. Benavente as a person of good character with extensive knowledge and skill in human resources and employment matters, including familiarity with relevant laws and processes affecting employee and management rights and responsibilities. Mr. Calvo emphasized that Mr. Benavente approaches matters carefully and analytically, makes independent decisions based on evidence presented, and contributes to the Commission's duty to protect the merit system in a fair and balanced manner. Mr. Calvo also noted that it is difficult to recruit and retain Civil Service Commission board members due to the complex and quasi-judicial nature of the work, and he respectfully requested the Legislature's support of Mr. Benavente's reconfirmation.

The committee also received testimony from **Mr. Daniel Leon Guerrero**, Executive Director of the Civil Service Commission, who stated his support for the reconfirmation and described Mr. Benavente's professional background in human resources across public and private sectors. Mr. Leonguerrero noted Mr. Benavente's education and training, and stated that Mr. Benavente has demonstrated competence, thoroughness, and ethical decision-making in both routine and complex appeal matters, and that he is expected to continue serving the people of Guam in a judicious manner if reconfirmed.

Additionally, the committee received testimony from **Attorney Fred Nishihira**, Administrative Counsel for the Civil Service Commission, who expressed strong support for Mr. Benavente's reconfirmation. Attorney Nishihira stated that Mr. Benavente consistently appears prepared, understands the Commission's mission and process, and brings a perspective grounded in experience with both employees and management. Attorney Nishihira further stated that Mr. Benavente is willing to make difficult decisions based on the evidence, maintains independence, and treats all parties before the Commission with professionalism and respect.

**Mr. Anthony P. Benavente** then appeared before the committee as the nominee. He introduced himself as the Governor's nominee and stated that he currently serves as Vice Chairperson and had been appointed to a three-year term to fill a vacancy, and was seeking reconfirmation. Mr. Benavente expressed gratitude for the opportunity to serve and requested favorable consideration to continue serving. He stated his commitment to upholding the integrity and objectives of the Civil Service

## **COMMITTEE REPORT DIGEST – Appointment of Mr. Anthony P. Benavente**

[November 17, 2025](#)

Commission, ensuring fair and impartial review of matters, and supporting the merit system. He explained that the role requires careful consideration of relevant factors and policies, evaluation of evidence, and verification of compliance with applicable rules and labor requirements, and he acknowledged the personal weight and time commitment involved, including extensive preparation on weeknights and weekends.

Committee members proceeded to provide comments and asked questions regarding Mr. Benavente's service and commitment.

**Ranking Member Tina Muña Barnes** commended his decades of experience in government and human resources and expressed appreciation for his willingness to continue serving in a demanding role.

**Senator Telo T. Taitague** asked whether Mr. Benavente had completed the required ethics training, and Mr. Benavente responded that he had completed the course upon learning it had expired. Senator Taitague also further encouraged continued transparency through timely posting of information such as minutes and decisions and urged ongoing adherence to ethics and fairness standards.

**Senator Jesse A. Lujan** proceeded to give favorable remarks relative to Mr. Anthony Benavente's Appointment.

**Senator Chris Barnett** inquired why Mr. Benavente wished to continue serving and how he views his role in protecting the merit system and classified employment. Mr. Benavente responded that he is a strong proponent of employee rights while also emphasizing accountability, and he explained that the Commission's work requires balancing empathy and fairness, scrutinizing whether management has followed rules and applied standards consistently, and ensuring due process. Mr. Benavente also discussed areas where he believed procedures could be improved or updated, noting that some policies and rules remain outdated and that clarity regarding timelines and related procedural issues would be beneficial. He further explained that he avoids discussing pending or high-profile cases in public settings and stated that he had not been approached to improperly influence his decisions.

## **COMMITTEE REPORT DIGEST – Appointment of Mr. Anthony P. Benavente**

[November 17, 2025](#)

**Senator Eulogio Shawn Gumataotao** asked about ways to improve the efficiency of Commission-related processes. Mr. Benavente emphasized the importance of training, including regular orientation and supervisory training, and stated that inconsistent understanding or application of procedures can create avoidable problems in grievances and adverse actions.

**Vice Speaker, Senator V. Anthony Ada** provided supportive comments and inquired about board membership. Mr. Benavente also indicated that the Commission was not at full membership, and he noted that recruitment remains challenging due to the responsibility, complexity, and time commitment required for service.

**Chairman Christopher M. Dueñas** recognized the other individuals who signed in support of Mr. Benavente and offered closing remarks expressing support for the nomination. The Chairperson stated that the committee would move the nomination forward and concluded the hearing on Mr. Anthony P. Benavente for the Guam Civil Service Commission.

### **III. FINDINGS & RECOMMENDATIONS:**

**Findings:** The Committee on Finance and Government Operations hereby reports that it has completed the confirmation hearing relative to the Appointment of **Anthony P. Benavente** to serve as **Member of the Board of Commissioners, Civil Service Commission.**

The Committee finds that Mr. Benavente currently serves as Vice Chairperson of the Civil Service Commission and appeared before the Committee as the Governor's nominee seeking reconfirmation after completing an initial three-year term filling a vacancy and reaffirmed his commitment to uphold the integrity of the merit system through fair and impartial reviews.

The Committee further finds that testimony received in support of Mr. Benavente described extensive human resources and labor relations experience across government and the private sector, including service as an employment management/labor relations officer, human resources administrator/trainer, and

**COMMITTEE REPORT DIGEST – Appointment of Mr. Anthony P. Benavente**

[November 17, 2025](#)

longstanding professional practice in HR-related fields, along with formal training and credentials relevant to the Commission’s work.

The Committee acknowledges testimony emphasizing Mr. Benavente’s preparedness, professionalism, independence, and willingness to make difficult decisions based on evidence, including his demonstrated effort to balance employee protections with management accountability, qualities identified as essential to maintaining public confidence in the Civil Service Commission and the merit system.

**Recommendation:** Based on the testimony received, Mr. Benavente’s qualifications, and his demonstrated commitment to the integrity of the merit system, the Committee on Finance and Government Operations hereby reports out the nomination of **Anthony P. Benavente** to the Civil Service Commission with a recommendation **TO DO CONFIRM.**