

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-25-0570	Juan K. Calvo	Member	Board of Commissioners Civil Service Commission	4/29/25	Six (6) Years; From Date of Confirmation	5/1/25	Committee on Finance and Government Operations.	5/15/25	7/7/25			



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

June 23, 2025

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 Confirmation of Juan K. Calvo as a member of the Civil Service Commission Board of Commissioners

Buenas yan Håfa Ådai Speaker,

Transmitted herewith is the Committee Report on **the Confirmation of Juan K. Calvo as a member of the Civil Service Commission Board of Commissioners**

Committee votes are as follows:

3 TO DO CONFIRM
 TO NOT CONFIRM
4 TO REPORT OUT ONLY
 TO ABSTAIN
 TO PLACE IN INACTIVE FILE

Senseremente,



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



COMMITTEE ON RULES

RECEIVED:

June 26, 2025 3:51 p.m.
Marie Crisostomo



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

COMMITTEE REPORT

Appointment of
Juan K. Calvo

Member

Civil Service Commission
Board of Commissioners



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

June 20, 2025

MEMORANDUM

To: All Members
Committee on Finance and Government Operations

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

Subject: Committee Report on Confirmation of Juan K. Calvo to Civil Service
Commission Board of Commissioners

Transmitted herewith for your consideration is the Committee Report on “**Juan K. Calvo Confirmation to Civil Service Commission Board of Commissioners**”

This report includes the following:

- Copy of COR Referral
- 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 Guahan
38th Guam Legislature

May 1, 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**

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:	Juan K. Calvo
Position:	Member
Term Length:	Six (6) Years; From Date of Confirmation

Please refer the following document:

“**Doc. No. 38GL-25-0570** – Office of the Governor – Appointment and Supporting Documents for Juan K. Calvo, 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'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

April 29, 2025

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

38GL-25-0570
OFFICE OF THE SPEAKER
FRANK F. BLAS JR.

APR 29 2025

Time: 4:48 pm
Received: RC

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: Juan K. Calvo
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,

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

cc: *Honorable* Lourdes A. Leon Guerrero, Governor of Guam



38GL-25-0570
Messages and Communications

RECEIVED
COMMITTEE ON RULES
April 30, 2025
10:28 a.m.

Marie Crisostomo

LOURDES A. LEON GUERRERO
GOVERNOR



JOSHUA F. TENORIO
LT. GOVERNOR

UFISINAN I MAGA'HÅGAN GUÅHAN
OFFICE OF THE GOVERNOR OF GUAM

April 29, 2025

JUAN K. CALVO
[REDACTED]

Håfa Adai Mr. Calvo:

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 a:

**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.

As you are aware, this reappointment is subject to the advice and consent of *I Liheslaturan Guåhan*.

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

Senseramente,

A handwritten signature in blue ink, appearing to read 'Joshua F. Tenorio', is written over a blue circular stamp.

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

cc: *Honorable* Lourdes A. Leon Guerrero, Governor of Guam
Daniel D. Leon Guerrero, Executive Director, Civil Service Commission



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

Last Name CALVO	First Name JUAN	Middle Initial KISA
Mailing Address [REDACTED]		Apartment/Unit #
City [REDACTED]	State [REDACTED]	Zip Code [REDACTED]
Phone [REDACTED]	E-mail Address [REDACTED]	
Position to which Appointment is Made Member, Civil Service Commission		
Are you a citizen of the United States? Yes ☒ No ☐		
If no, are you authorized to work in the United States? Yes ☐ No ☐		

EDUCATION

SCHOOL (Name, City and State)	DATES OF ATTENDANCE	TYPE OF DEGREE	YEAR EARNED
High School Father Duenas Memorial High School Mangilao, Guam		High School Diploma	1970
College University of Guam Mangilao, Guam		Bachelor (Bus Admin)	1976
Graduate School			
Other Degree			

EMPLOYMENT HISTORY

Name of Present/Last Employer and Mailing Address Civil Service Commission Government of Guam	Position Title Personnel Mgmt. Analyst II
	Dates Held 1990 - 2008

Previous Employer and Mailing Address Department of Administration Government of Guam	Position Title Personnel Specialist/Supervisor
	Dates Held 1978 - 1989

Previous Employer and Mailing Address Department of Education Government of Guam	Position Title Teacher
	Dates Held 1977 - 1979

Previous Employer and Mailing Address	Position Title
	Dates Held

Previous Employer and Mailing Address	Position Title
	Dates Held

PRIOR GOVERNMENT OF GUAM SERVICE

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

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

PRIOR GOVERNMENT SERVICE (EXCLUDING GOVERNMENT OF GUAM)

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

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

TRAINING

INSTITUTE/SEMINARS/ON-THE-JOB TRAINING	DATE

AWARDS

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

PROFESSIONAL INVOLVEMENT

List involvement on a local/national/international level. List organizations, activities participated in, and offices held:

COMMUNITY / CIVIC INVOLVEMENT

List organizations, activities participated in, and offices held:

PUBLICATIONS AND PRESENTATIONS

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

MILITARY SERVICE (Please attach Form DD-214)

BRANCH	DATES OF SERVICE	RANK AT DISCHARGE	TYPE OF DISCHARGE

OTHER INFORMATION

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

Yes ☐

No ☒

If so, please specify in detail: _____

Address of the Court: _____

Date(s) of Conviction: _____

Specific Infraction Committed: _____

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

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

(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:



OFFICE OF THE GOVERNOR OF GUAM

Statement of Financial Interests

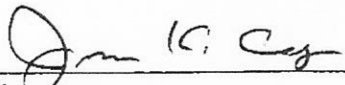
(Required by 4 G.C.A. §13104.1)

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

FROM: Juan K Calvo

- ☒ I have no financial interest in any business
☐ I do have interest(s) in the following business(es):

NAME AND ADDRESS OF BUSINESS INTEREST	TYPE AND AMOUNT OF INTEREST

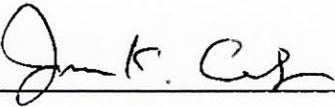

Signature

4.3.25
Date

AFFIDAVIT / DECLARATION UNDER PENALTY OF PERJURY

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

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

<u>Juan K Calvo</u>	<u></u>	<u>3.20.25</u>
Print Name and Signature		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: **JUAN K CALVO**

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: 04/04/2025

Janice M. Camacho-Perez
Clerk of Court

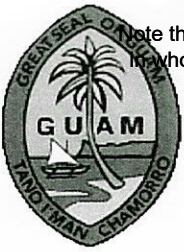
By: Ventura Salenga Jr.

Prepared by: Ventura Salenga Jr,
Deputy Clerk I



The absence of an
Original Court Seal
Invalidates this
document. 263867

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



Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmission.

**GUAM POLICE DEPARTMENT
RECORDS & IDENTIFICATION SECTION**

P.O. Box 23909
Guam Main Facility, Guam 96921



April 7, 2025

SUBJECT: CRIMINAL HISTORY RECORD

NAME:	Juan K. CALVO		
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.

By Direction: SDQ

STEPHEN C. IGNACIO
Chief of Police

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

FIRST NOTICE of Public Hearing on May 15, 2025

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

Thu, May 8, 2025 at 8:47 AM

To: phnotice@guamlegislature.gov

FOR IMMEDIATE RELEASE

May 8, 2025

MEMORANDUM**To: All Senators, Stakeholders, and Media****From: Vice Speaker V. Anthony Ada**
Acting Chairman, Committee on Finance and Government Operations**Re: FIRST NOTICE of Public Hearing on May 15, 2025**

The Committee on Finance and Government Operations will conduct a public hearing **Thursday, May 15, 2025**, beginning at **9:00 am** at the Public Hearing Room in the Guam Congress Building.

- **38GL-25-0569** – Office of the Governor of Guam – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission Board of Commissioners.
- **38GL-25-0570** – Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member, Civil Service Commission Board of Commissioners.

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](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

(671) 989-9554



senator-duenas-headshot.jpg
70K



1st Notice 5.15.25.pdf
366K



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

FOR IMMEDIATE RELEASE

May 8, 2025

MEMORANDUM

To: All Senators, Stakeholders, and Media

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Acting Chairman, Committee on Finance and Government Operations

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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 May 15, 2025

 PRINT

FIRST NOTICE of Public Hearing on May 15, 2025

PUBLIC HEARING



 **Posted on:** 05/08/2025 08:48 AM

 **Posted by:** Ashley Shinohara

 **Public Hearing Date:** 05/15/2025 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

May 8, 2025

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38GL-25-0569

([https://guamlegislature.gov/38th Guam Legislature/Mess Comms 38th/Doc.%20No.%2038GL-25-0569.pdf](https://guamlegislature.gov/38th%20Guam%20Legislature/Mess%20Comms%2038th/Doc.%20No.%2038GL-25-0569.pdf)) – Office of the Governor of Guam – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission Board of Commissioners.

38GL-25-0570

([https://guamlegislature.gov/38th Guam Legislature/Mess Comms 38th/Doc.%20No.%2038GL-25-0570.pdf](https://guamlegislature.gov/38th%20Guam%20Legislature/Mess%20Comms%2038th/Doc.%20No.%2038GL-25-0570.pdf)) – Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member, Civil Service Commission Board of Commissioners.

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\$250.00

SECOND NOTICE of Public Hearing on May 15, 2025

1 message

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

Mon, May 12, 2025 at 11:18 PM

FOR IMMEDIATE RELEASE

May 12, 2025

MEMORANDUM**To: All Senators, Stakeholders, and Media****From: Vice Speaker V. Anthony Ada**
Acting Chairman, Committee on Finance and Government Operations**Re: SECOND NOTICE of Public Hearing on May 15, 2025**

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- **38GL-25-0569** – Office of the Governor of Guam – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission Board of Commissioners.
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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(671) 989-9554

2 attachments



senator-duenas-headshot.jpg
70K



2nd Notice 5.15.25.pdf
365K



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

FOR IMMEDIATE RELEASE

May 12, 2025

MEMORANDUM

To: All Senators, Stakeholders, and Media

From: Vice Speaker V. Anthony Ada
Acting Chairman, Committee on Finance and Government Operations

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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

SECOND NOTICE of Public Hearing on Thursday, May 15, 2025

 PRINT

SECOND NOTICE of Public Hearing on Thursday, May 15, 2025

PUBLIC HEARING



 **Posted on:** 05/12/2025 11:19 PM

 **Posted by:** Ashley Shinohara

 **Public Hearing Date:** 05/15/2025 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**

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38GL-25-0569

(https://guamlegislature.gov/38th_Guam_Legislature/Mess_Comms_38th/Doc.%20No.%2038GL-25-0569.pdf) – Office of the Governor of Guam – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission Board of Commissioners.

38GL-25-0570

(https://guamlegislature.gov/38th_Guam_Legislature/Mess_Comms_38th/Doc.%20No.%2038GL-25-0570.pdf) – Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member, Civil Service Commission Board of Commissioners.

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([@guamlegislaturemedia](https://www.youtube.com/@guamlegislaturemedia)
(<https://www.youtube.com/@GuamLegislatureMedia>)).



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

Invitation to Public Hearing on May 15, 2025

4 messages

Senator Chris Duenas <senator.duenas@guamlegislature.gov>
To: Janeque Sagun <janeque.sagun@csc.guam.gov>

Thu, May 8, 2025 at 9:08 AM

Buenas yan Hafa Adai!

The Committee on Finance and Government Operations invites you to a public hearing on referral appointments of 38GL-25-069 & 38GL-25-070. The hearing is scheduled for Thursday, May 15, 2025, at 9:00 a.m. in the Guam Congress Building.

We value your input and encourage you to attend and share your testimony. If you plan to present written testimony, please bring fifteen (15) copies.

If you cannot attend in person, please submit written testimony via email to senator.duenas@guamlegislature.gov at least 48 hours before the public hearing.

Please confirm receipt of this email and whether you will attend the hearing. If you have any questions or need more information, please call our office at (671) 989-9554.

Si Yu'os Ma'ase!

--



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

 **1st Notice 5.15.25.pdf**
366K

Janeque Sagun <janeque.sagun@csc.guam.gov>
To: Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Thu, May 8, 2025 at 9:14 AM

Hafa Adai,

This is to certify that the Civil Service Commission has received your email concerning the public hearing on referral appointments of 38GL-25-069 & 38GL-25-070, which includes the accompanying attachment.

- **FIRST NOTICE of Public Hearing on May 15, 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

Website: csc.guam.gov

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

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 Please consider the environment before printing this email.

Janeque Sagun <janeque.sagun@csc.guam.gov>
To: Senator Chris Duenas <senator.duenas@guamlegislature.gov>

Thu, May 8, 2025 at 9:29 AM

Good Morning, Honorable Senator Chris Duenas.

My apologies.

In addition to my confirmation receipt of your previous email, this is to confirm that the Civil Service Commission along with Appointees will be in attendance for the Public Hearing on May 15, 2025.

Thank you and have a wonderful day.

[Quoted text hidden]

Senator Chris Duenas <senator.duenas@guamlegislature.gov>
To: Janeque Sagun <janeque.sagun@csc.guam.gov>

Thu, May 8, 2025 at 9:30 AM

Buenas yan Hafa Adai!

Thank you for confirming attendance. We look forward to seeing the Civil Service Commission and the appointees on May 15th.

Si Yu'os Ma'asel!

--



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

[Quoted text hidden]



Office of Senator Christopher M. Dueñas

CHAIRMAN, COMMITTEE ON FINANCE AND GOVERNMENT OPERATIONS

AGENDA

Thursday, May 15, 2025, Guam Congress Building

9:00 a.m.

- [38GL-25-0569](#) – Office of the Governor of Guam – Appointment and Supporting Documents for Rose Marie Ayuyu Morales, Member, Civil Service Commission Board of Commissioners.
- [38GL-25-0570](#) – Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member, Civil Service Commission Board of Commissioners



I Mina'trentai Ocho na Liheslaturan Guahan
Office of Senator Christopher M. Duenas
Vice Speaker V. Anthony Ada, Acting Chairman
Committee on Finance and Government Operations

Date: May 15, 2025

Time: 9:00 a.m.

38GL-25-0570- Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member,
Civil Service Commission Board of Commissioners.*

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
1	CATHY CATLING	CSC					X	
2	Rose Marie Morales	CSC			com			
3	Gustavo Morales	CSC					X	
4	DARRYL D. LG.	CSC			✓	✓	✓	
5	Christine P. Juarez	CSC					✓	
6	Savanna Aguon	Toto					✓	
7	Jonice Balam	CSC					✓	
8	Dorcas Calder	Tot					✓	
9	Susan Corbin	CSC		Susan.Corbin@cscguam.gov			✓	
10	Michelle Galang	CSC		michelle.galang@cscguam.gov			✓	
11	Rolando Fernandez	CSC		Rolando.Fernandez@csc.guam.gov			✓	
12	JONATHAN CALVO	CSC		JONATHAN.CALVO@CQA.GUAM.GOV			✓	



I Mina'trentai Ocho na Liheslaturan Guahan
Office of Senator Christopher M. Duenas
Vice Speaker V. Anthony Ada, *Acting Chairman*
Committee on Finance and Government Operations

Date: May 15, 2025

Time: 9:00 a.m.

38GL-25-0570- Office of the Governor of Guam – Appointment and Supporting Documents for Juan K. Calvo, Member,
Civil Service Commission Board of Commissioners.*

	Name	Agency / Address	Contact No.	Email	Type of Testimony		Support	
					Oral	Written	Yes	No
1	Maria Masnagan	CSC					✓	
2	ETHAN AGUION	CSC					✓	
3								
4								
5								
6								
7								
8								
9								
10								
11								
12								



LOU A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA TENORIO
Lt. Governor (Sigundo Maga'låhi)

CIVIL SERVICE COMMISSION

Kumisión I Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobietnon Guåhan

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



DANIEL D. LEON GUERRERO
Executive Director

MEMORANDUM #CHR-035207

Sent via Electronic Mail: senator.duenas@guamlegislature.gov

Date: May 15, 2025

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 on the Reappointment of Mr. Juan K. Calvo as a Chairman for the Guam Civil Service Commission Board.

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

I would like to express my gratitude for the opportunity to present supporting testimony regarding the Governor's reappointment of Mr. Juan K. Calvo, Chairman, to the Board of the Civil Service Commission for a six-year term.

On April 29, 2025, the Acting Governor, Honorable Joshua F. Tenorio SIGUNDO MAGA'LÅHEN GUÅHAN, according to the Organic Act of Guam, 4 GCA §4401, and other relevant statutes, reappointed Juan K. Calvo for a six-year term effective from the day of confirmation.

Mr. Calvo's professional journey has been quite extensive. He began as a math teacher with the Guam Department of Education, subsequently moving to the Department of Administration, Government of Guam, where he spent eleven (11) years in the Human Resources Division as a personnel specialist, eventually being promoted to the position of Personnel Specialist Supervisor, overseeing the classification service covering all Executive Branch Line Agencies and Departments.

He was subsequently promoted and transferred to the Civil Service Commission as a Personnel Management Analyst III, eventually advancing to the position of Personnel Management Administrator, which involved classification and compensation, rule formulation, post audits, and the adjudication of appeals, grievances, and complaints for eighteen (18) years.

MEMORANDUM #CHR-035207 (Page 1 of 2).

Bell Tower, Suite 201, 710 West Marine Corps Drive Hagåtña, Guam 96932 • P.O. Box 2950 Hagåtña, Guam 96932

Following his retirement, Mr. Calvo made the decision to work for the people of Guam under the Merit System. As a result, he was appointed, confirmed, and sworn into the office of the Civil Service Commission as a Commissioner. On December 30, 2019, Mr. Calvo was elected Chairman of the Civil Service Commission, a position he presently holds.

Mr. Calvo's comprehensive understanding of the Human Resources department of the Government of Guam is invaluable, and I am confident that he will continue to excel in this position.

I am writing to convey my full support for Mr. Calvo's reappointment as Chairman for the Civil Service Commission. His comprehensive understanding of the Government of Guam Executive Branch classification and compensation plan, along with his specialized expertise in management, positions him as an ideal match for the role of Chairman for the CSC Board.

Un Dangkolo Na Si Yu'os Ma'ase!



Daniel D. Leon Guerrero
Executive Director

May 15, 2025

The Honorable Christopher M. Duenas
Senator and Chairman, Committee on
Government Finance and Operations

38th Guam Legislature
163 Chalan Santo Papa Juan Pablo Dos
Hagatna, Guam 96910

Hafa Adai, Mr. Chairman and Senators:

My name is Juan Kisa Calvo, and it is an honor to appear before you for my confirmation hearing as a member of the Civil Service Commission. I want to first begin by acknowledging the Legislature's leadership and the members of this esteemed committee for scheduling and hearing my nomination expediently.

I also express my sincere gratitude to Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio for their trust and confidence in nominating me again to the commission, where I have served as its Chairman for the last six years.

Senator Duenas and Committee Members, I have provided you with my resume and relevant documents highlighting my past work experience for your information and disposition. I trust that these documents are vital to your review of my nomination, but more importantly, my character, integrity, and ability to continue to serve as a commissioner.

In 2008, I retired from the Government of Guam after 35 years of service. As many of you may be aware, I worked with the Department of Administration for 13 years in Human Resources, overseeing the Classification and Compensation Branch, and was subsequently promoted and managed the function of the Personnel Management Division at the Civil Service Commission. Throughout my tenure in government service, I have managed and administered Government of Guam personnel rules and regulations, laws, policies, and procedures covering Adverse Actions, Employee Grievance Appeals, Equal Employment Opportunity Act, Employees Protection Act (aka Whistle Blower), Political Activities trainings and Post Audit investigations.

Shortly after my retirement, I was asked to return as a Human Resources Consultant with the Federal Management Team ("FMT") under the oversight of the District Court of Guam for nearly four years. The Federal Management Team was appointed as a receiver by the Court to take over the former Department of Mental Health and Substance Abuse, now known as the Guam Behavioral Health and Wellness Center (GBHWC). The GBHWC was returned to the

Government of Guam after the FMT fulfilled the mandate of the Federal Court. As a FMT Human Resources Consultant, I was actively involved in recruiting administrative, technical, professional, healthcare positions such as nurses, social workers, psychologists and psychiatrists, and other related healthcare positions to ensure that healthcare services are provided to patients at GBHWC as mandated by both law and the federal court. Today, many of the HR policies that were adopted and implemented to move the agency forward remain part of the department's successes in hiring and retaining some of the region's most talented individuals.

Although my time could be used to present my credentials, I would like to instead highlight the record of the Commission's work over the last six years, to include my chairmanship as well as the professionalism and dedication of an esteemed panel of fellow commissioners -- past and present -- who have advanced the promotion and protection of the government's merit system. A record that is not only historic in many respects, but it is a record that is both independent and judicial -- that affords the balance of the needs of our government's departments and agencies and the rights of its employees.

I am pleased by the Commission's work in fulfilling the duties and responsibilities as required by your laws, 4 Guam Code Annotated, Chapter 4, Personnel Policy and the Civil Service Commission. From Calendar Years 2019 to 2025, let the record reflect:

- A. Adverse Action Appeals:** 87 filed by employees, 23 ruled in favor of Management, 13 ruled in favor of employees, 32 cases were settled by parties, 7 withdrew by employees and 12 pending or active cases. The 12 pending or active cases, employees requested for waiver in delaying their cases.
- B. Employees Grievance Appeals:** 61 complaints filed by employees, 17 ruled in favor of Management, 2 ruled in favor of employees, 12 were settled by parties, 14 were withdrew by employees, 16 pending or active cases.
- C. Post Audits:** 39 complaints filed by employees, 27 ruled in favor of management, 1 ruled in favor of employee, 2 withdrew by employees, 9 were disapproved for lack of jurisdiction, etc.
- D. Employees Protection Act (aka Whistleblower):** 6 complaints filed by employees, 4 disapproved for lack of jurisdiction, 2 approved for investigation, 2 ruled in favor of management and 0 for employees.
- E. Mini Hatch Act (Political Activities):** 3 complaints filed, 1 disapproved for lack of jurisdiction, 1 ruled in favor of management, 1 ruled in favor of employee.

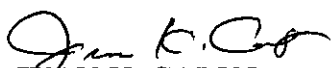
Of the hundreds of cases on the Commission's docket, the Commission just received the results of two management appeals before the Superior Court of Guam affirming the Commission's Decision on: Linda Aguon v. DPR, Case Number 19-AA02T SP and Samuel Donato v. DOC, Case Number 15-AA20D SP.

I am proud of this record and it reflects a system that works. But this record doesn't belong to me. It's a record that you as lawmakers have mandated and supported -- it also belongs to you. It's a record that belongs to a very small team of unsung heroes at the Commission -- who bear the quiet but absolutely necessary work of being the vanguards of the merit system. It's a record that belongs to the managers and employees in every department and agency whose trust in the merit system and the right to due process rely on this Commission to adjudicate these critical personnel matters.

Mr. Chairman and Senators, today's hearing is a simple reminder of how one's career and service on a board or a commission can come full circle. I am once again deeply honored by the opportunity to appear before you and for the nomination by the Governor and Lt. Governor. For the last 58 years, the Civil Service Commission has been the vanguard of the merit system. I humbly ask for your support and confidence in continuing this important work.

Si Yu'us Ma'ase for your time and consideration.

Senseramente,


JUAN K. CALVO



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

COMMITTEE VOTE SHEET

Appointment of Juan K. Calvo
Member, Civil Service Commission Board of Commissioners

Committee Members	Signature	TO CONFIRM	TO NOT CONFIRM	TO REPORT OUT ONLY	TO ABSTAIN	TO PLACE IN INACTIVE FILE
Senator Christopher M. Dueñas <i>Chairperson</i>		X				
Senator V. Anthony Ada <i>Vice Chairperson</i>	E-Vote 6/20 5:09pm	X				
Senator Frank F. Blas, Jr. <i>Member</i>						
Senator Sabrina Salas Matanane <i>Member</i>	E-Vote 6/20 3:34pm			X		
Senator Jesse A. Lujan <i>Member</i>	E-Vote 6/20 3:44pm			X		
Senator Vincent A.V. Borja <i>Member</i>	E-Vote 6/20 3:58pm			X		
Senator Tina Rose Muña Barnes <i>Member</i>	E-Vote 6/30 1:34pm	X				
Senator Joe S. San Agustin <i>Member</i>	E-Vote 6/23 2:45pm			X		



Karl Pangelinan <karl.p@guamlegislature.gov>

URGENT REQUEST for E-VOTE for APPOINTMENT of Juan K. Calvo (CSC Board)

8 messages

Karl Pangelinan <karl.p@guamlegislature.gov> Fri, Jun 20, 2025 at 3:32 PM
To: cmdcommittee@guamlegislature.gov

Håfa Adai Committee Members,

Please see the attached Committee Report relative to the appointment of Mr. Juan K. Calvo 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

2 attachments

- CR - Juan K Calvo CSC.pdf**
14348K
- CMTE-VOTE-SHEET-Juan K Calvo.docx**
3746K

Senator Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov> Fri, Jun 20, 2025 at 3:34 PM
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: cmdcommittee@guamlegislature.gov

to report out only
[Quoted text hidden]



Office of Legislative Secretary
SENATOR SABRINA SALAS MATANANE
I Mina'trentai Ocho Na Liheslaturan Guåhan | 38th Guam Legislature
Chairperson, Committee on Health and Veterans Affairs
163 W. Chalan Santo Papa, Hagåtña, Guam 96910
office.senatorbri@guamlegislature.gov
671-989-2572

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Senator Jesse Lujan <senator.lujan@guamlegislature.gov>
To: Senator Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>
Cc: Karl Pangelinan <karl.p@guamlegislature.gov>, cmdcommittee@guamlegislature.gov

Fri, Jun 20, 2025 at 3:44 PM

To Report Out Only

[Quoted text hidden]

--



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

Office of Senator Vince Borja <contact@senatorvinceborja.com>
Reply-To: Office of Senator Vince Borja <contact@senatorvinceborja.com>
To: karl.p@guamlegislature.gov
Cc: cmdcommittee@guamlegislature.gov

Fri, Jun 20, 2025 at 3:58 PM

To report out only.

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

On Fri, 20 Jun at 1:34 AM , Karl Pangelinan <karl.p@guamlegislature.gov> wrote:
Håfa Adai Committee Members,

Please see the attached Committee Report relative to the appointment of Mr. Juan K. Calvo 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

Vice Speaker V. Anthony Ada <vicespeakertonyada@guamlegislature.gov>
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: cmdcommittee@guamlegislature.gov

Fri, Jun 20, 2025 at 5:09 PM

To Confirm

On Fri, Jun 20, 2025 at 3:33 PM Karl Pangelinan <karl.p@guamlegislature.gov> wrote:
[Quoted text hidden]

--



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

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Joe S. San Agustin <senatorjoessanagustin@gmail.com>
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: cmdcommittee@guamlegislature.gov

Mon, Jun 23, 2025 at 2:45 PM

To Report Out Only

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]

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

Mon, Jun 30, 2025 at 9:10 AM

Kam:

Please see forwarded email as well as attached PDF of this thread. Let me know if you have any questions.

KP

Forwarded Conversation

Subject: URGENT REQUEST for E-VOTE for APPOINTMENT of Juan K. Calvo (CSC Board)

From: Karl Pangelinan <karl.p@guamlegislature.gov>
Date: Fri, Jun 20, 2025 at 3:32 PM
To: <cmdcommittee@guamlegislature.gov>

Håfa Adai Committee Members,

Please see the attached Committee Report relative to the appointment of Mr. Juan K. Calvo 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
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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

From: **Senator Sabrina Salas Matanane** <office.senatorbri@guamlegislature.gov>
Date: Fri, Jun 20, 2025 at 3:34 PM
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: <cmdcommittee@guamlegislature.gov>

to report out only



Office of Legislative Secretary
SENATOR SABRINA SALAS MATANANE
I Mina'trentai Ocho Na Liheslaturan Guåhan | 38th Guam Legislature
Chairperson, Committee on Health and Veterans Affairs
163 W. Chalan Santo Papa, Hagåtña, Guam 96910
office.senatorbri@guamlegislature.gov
671-989-2572

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From: **Senator Jesse Lujan** <senator.lujan@guamlegislature.gov>
Date: Fri, Jun 20, 2025 at 3:44 PM
To: Senator Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>
Cc: Karl Pangelinan <karl.p@guamlegislature.gov>, <cmdcommittee@guamlegislature.gov>

To Report Out Only



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

From: **Office of Senator Vince Borja** <contact@senatorvinceborja.com>
Date: Fri, Jun 20, 2025 at 3:58 PM
To: <karl.p@guamlegislature.gov>
Cc: <cmdcommittee@guamlegislature.gov>

To report out only.

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

On Fri, 20 Jun at 1:34 AM , Karl Pangelinan <karl.p@guamlegislature.gov> wrote:
Håfa Adai Committee Members,

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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

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

Date: Fri, Jun 20, 2025 at 5:09 PM

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

Cc: <cmdcommittee@guamlegislature.gov>

To Confirm

On Fri, Jun 20, 2025 at 3:33 PM Karl Pangelinan <karl.p@guamlegislature.gov> wrote:

--



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

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From: **Joe S. San Agustin** <senatorjoessanagustin@gmail.com>
Date: Mon, Jun 23, 2025 at 2:46 PM
To: Karl Pangelinan <karl.p@guamlegislature.gov>
Cc: <cmdcommittee@guamlegislature.gov>
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 **E-VOTE for APPOINTMENT of Juan K. Calvo (CSC Board).pdf**
1076K

Senator Tina Muna Barnes < senator.munabarnes@guamlegislature.gov > To: Karl Pangelinan < karl.p@guamlegislature.gov > Cc: cmdcommittee@guamlegislature.gov	Mon, Jun 30, 2025 at 1:34 PM
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to do confirm

On Fri, Jun 20, 2025 at 3:33 PM Karl Pangelinan <karl.p@guamlegislature.gov> wrote:
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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.

Juan K. Calvo

Member

Civil Service Commission Board of Commissioners

I. OVERVIEW

The Appointment of Mr. Juan K. Calvo 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 April 29, 2025 and was subsequently referred by the Committee on Rules to the **Committee on Finance and Government Operations** on **May 1, 2025**.

The **Committee on Finance and Government Operations** convened a Public Hearing on the appointment of Mr. Calvo on **May 15, 2025** at **09:00 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 **May 8, 2025** (5-Day Notice), and again on **May 12, 2025** (48-Hour Notice).

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SENATORS PRESENT

Vice Speaker V. Anthony Ada

Senator Telo T. Taitague

Senator Chris Barnett

Senator Therese M. Terlaje

ORAL TESTIMONY:

Mr. Juan Calvo

Mr. Daniel Leon Guerrero

WRITTEN TESTIMONY:

Mr. Daniel Leon Guerrero

Mr. Juan K. Calvo

II. SUMMARY OF TESTIMONY & DISCUSSION

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

Acting Committee Chairman, Vice Speaker V. Anthony Ada 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.

Vice Speaker ADA: Civil Service Commission we're going to take a one-minute recess as we change the panel to provide those who will be giving testimony for Mr. Juan K Calvo as reappointment to the board of the Civil Service Commission we'll take a one-minute recess thank you.

We are back from recess and we'll be taking now the testimonies for those who will be testifying on Mr. John K Calvo as Juan K Calvo as the reappointment to the Civil Service Commission board anyone who will be providing testimony please go ahead and come to the table. All right, since no one will be providing testimony, the committee is back we'll go ahead and start with testimony from Mr.

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Leon Guerrero on the nomination of Mr. Calvo as a member of the board for the Civil Service Commission Mr. Leon Guererro, you're recognized.

Mr. Leon Guerrero:

Thank you, sir. Thank you, Senator Tony Ada, for stepping in. I understand that Senator Christopher Dueñas had to leave, so I really appreciate you helping us move this hearing along.

I'm here today to express my strong support for the reconfirmation of John Calvo. When you watch Mr. Calvo in action as Chairman of the Civil Service Commission, it's clear he knows what he's doing. He conducts himself with confidence, makes timely decisions, and ensures that everything adheres to the established rules and regulations. Even when unexpected situations arise, he handles them well—again, always within the proper guidelines. For that, I'm truly thankful. His leadership makes hearing appeals much more manageable for all of us.

In terms of fairness, I've seen firsthand how he gives everyone a chance to speak—whether it's an employee wanting to present more information or management providing their side. He listens carefully to both, and I appreciate the balanced way he approaches each case. He lets people finish their testimony and makes sure each board member gets to ask questions, even when time is tight.

Mr. Calvo truly gives everyone a fair shake. Even though we aim to finish hearings by 10:00 a.m., sometimes they run long—until 11:00 or 12:00. But he convinces the board to stay and complete the hearing, or we work with both parties to reschedule according to the Open Government Law. He ensures that everything is done properly and lawfully.

I'm grateful for Mr. Calvo because his leadership makes our work at the Commission so much easier. It's not easy to hear these cases or to make those tough decisions. Sometimes, when the board rules against an employee, it's like delivering an economic death. But I've seen Mr. Calvo and the Commission be fair—really fair—and make the right call when the evidence supports it. They don't let outside influence affect their judgment. I've never heard of any interference, including from the Governor's Office, and I've served long enough to know that kind of independence matters.

So again, thank you, and I want you to know that Mr. Calvo helps make our job easier at the Civil Service Commission. I strongly endorse his reconfirmation.

Vice Speaker Anthony Ada:

Thank you Mr. Leon Guererro. We'll go ahead and have the testimony from the nominee, Mr. Calvo as the board member for the Civil Service Commission. Mr. Calvo, you're recognized. You can just turn on your mic and identify when you first open thank you.

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Mr. Juan K. Calvo:

Si Yu'os Ma'ase, Mr. Vice Chair. I acknowledge that you are presiding over today's hearing, and I'd also like to recognize the presence of Senator Barnett and Senator Terlaje.

Buenas. My name is Juan K. Calvo, and it is an honor to appear before you for my confirmation hearing as a member of the Civil Service Commission. I'd like to begin by thanking the legislative leadership and this esteemed committee for promptly scheduling and hearing my nomination. I am sincerely grateful to Governor Lou Leon Guerrero and Lieutenant Governor Joshua Tenorio for their continued trust and confidence in renominating me to the Commission, where I've served as Chairman for the past six years.

Mr. Vice Speaker and Senators, I have provided my resume and relevant documents outlining my prior work experience for your review and consideration. I believe these documents are essential not only in assessing my qualifications, but more importantly, my character, integrity, and ability to continue serving effectively as a commissioner.

In 2008, I retired after 35 years of service with the Government of Guam. Many of you may know that I spent 13 years at the Department of Administration in Human Resources, overseeing classification, compensation, and grants. I was later promoted to manage the Personnel Management Division at the Civil Service Commission.

Throughout my government service, I administered personnel rules, regulations, and policies covering adverse actions, employee grievances, appeal processes, the Equal Employment Opportunity Act, the Employee Protection Act (also known as the Whistleblower Act), political activity restrictions, training, and post-audit investigations.

Shortly after retiring, I returned to public service as a Human Resources Consultant with the Federal Management Team (FMT) under the oversight of the District Court of Guam for nearly four years. FMT was appointed to manage the former Department of Mental Health and Substance Abuse—then known as the Guam Health and Wellness Center—which was later returned to the Government of Guam once the court's mandate was fulfilled.

As an FMT HR Consultant, I was actively involved in recruiting administrative, technical, and professional healthcare personnel, including nurses, social workers, psychologists, psychiatrists, and related positions. This work was critical in maintaining mandated healthcare services under federal law. Many of the HR policies we implemented during that time are still in place today and have contributed to the department's success in hiring and training some of the region's most capable professionals.

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Rather than spending time discussing my full credentials, I would like to highlight the record of the Commission during the past six years—during my tenure as Chairman—and acknowledge the professionalism and dedication of my fellow commissioners, past and present. Together, we’ve advanced the mission of preserving and protecting Guam’s merit-based system of employment. Our work reflects a commitment to balance the operational needs of government agencies with the rights of employees.

I am proud of the Commission’s record in meeting its responsibilities under Guam law, specifically Title 4 of the Guam Code Annotated relating to personnel policy and the Civil Service Commission. From 2019 to 2025, the Commission handled the following:

- Adverse Action Appeals: 87 cases were filed. Of these, 23 were ruled in favor of management, 13 in favor of employees, 32 were settled by the parties, 7 were withdrawn by employees, and 12 remain pending. These pending cases exist because employees exercised their rights under time management provisions to delay proceedings.
- Employee Grievance Appeals: 61 cases were filed. The Commission ruled in favor of management in 17 cases, in favor of employees in 2, 12 were settled, 14 withdrawn, and 16 remain pending.
- Post-Audit Appeals: 39 cases were filed. Management prevailed in 27 cases, employees in 1; 2 were withdrawn and 9 were dismissed for lack of jurisdiction or other reasons.
- Employee Protection Act (Whistleblower): 6 complaints were filed. Of these, 4 were dismissed for lack of jurisdiction, 2 were accepted for investigation, 2 resulted in rulings favoring management, and none favored the employee.
- Mini Hatch Act (Political Activities): 3 complaints were filed. One was dismissed for lack of jurisdiction, one ruled in favor of management, and one in favor of the employee.

Additionally, the Commission recently had two decisions upheld by the Superior Court of Guam: □

- *Lieutenant B. Artero v. DPR* (Case No. 19-AO2T)
- *Santos Duenas v. Department of Corrections* (Case No. 15-A20D-SP)

I am proud of this body of work. But let me be clear: this record doesn’t belong to me alone. It belongs to the lawmakers who created and support the Commission. It belongs to you, Senators. It belongs to the small team of unsung heroes who carry out the vital, often unseen work of upholding the merit system. And it belongs to the managers and employees throughout our government who rely on the Commission for fair adjudication of critical personnel matters.

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Mr. Chairman and members of the Committee, today's hearing serves as a reminder of how service on a board or commission brings a career full circle. I am once again deeply honored to be nominated. For 58 years, the Civil Service Commission has remained a pillar of Guam's merit system.

I respectfully ask for your continued confidence and support so that I may carry on this important work. Thank you for your time and consideration.

Vice Speaker Anthony Ada:

Thank you, Mr. Calvo, for your testimony. We'll go ahead and open up the panel to questions from my colleagues. Again, my colleagues, there's five minutes for your questions and comments for the nominee Mr. Juan K Calvo as a board member to the Civil Service Commission. I'll go ahead and start off with Senator Barnett. Senator Barnett, you're recognized sir.

Senator Barnett:

Manana si Yu'us Ma'åse, Mr. Chair. And *si Yu'us Ma'åse*, Mr. Calvo, for your willingness to continue your tenure on the Civil Service Commission.

Just as I did with the previous nominee, I'd like to ask you about any potential conflict of interest. Specifically, could you please address the possible concerns related to your position as Chair of the Civil Service Commission and the fact that your son is serving as the Governor's Chief of Staff?"

Mr. Calvo:

"Thank you, Senator Barnett. That's a very good question.

Let me start by saying—I am very independent in my role on the Commission. For example, there was a case before the Commission in which I saw, after reviewing the documents, that my son was listed as a witness. I immediately informed the director and the Commission that I would recuse myself. I stated it on the record, live, that I was recusing myself.

In fact, I've done that multiple times. Whenever I see that a family member is part of a case, I notify the other board members and the director, and I step away.

So far, I've recused myself in about four cases. My nephew was involved in another case, and I also recused myself there. I make it a point to stay far away from any case involving my family."

Senator Barnett:

"Thank you, Mr. Calvo. So you said you've recused yourself approximately four times, including instances involving your son and your nephew.

Let me follow up on that. How many of your family members are currently employed in the Government of Guam?"

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Mr. Calvo:

“I’ll tell you—my son is the Chief of Staff, as you mentioned. But that’s an unclassified position, and the Civil Service Commission has no jurisdiction over unclassified employees.

Other than that, I have children who are classified employees. For example, I have a daughter who is a teacher with the Department of Education. She applied through the merit system and was ranked, certified, and selected accordingly. Another daughter is with the Department of Public Health and Social Services, and she too went through the proper merit process.”

Senator Barnett:

“And your son who works at Customs?”

Mr. Calvo:

“Yes, he also applied through the proper merit-based system and was hired accordingly.”

Senator Barnett:

“Do you have any other relatives working in the Government of Guam? For instance, do you have a son-in-law who works at the Department of Administration?”

Mr. Calvo:

“Yes, I do have a son-in-law who works there. But again, I had no involvement whatsoever in his hiring. He handled that independently and, to my knowledge, went through the proper procedures. Honestly, I didn’t even know he had applied until afterward.”

Senator Barnett:

“Well, I asked you earlier about relatives working in the government, and you didn’t mention your son-in-law. Would you consider a son-in-law to be a relative?”

Mr. Calvo:

“Yes—he’s married to my daughter, so yes, he is a relative. But as I said, I have no connection to his hiring.”

Senator Barnett:

“Have you heard of the media website *True. Guam?*”

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Mr. Calvo:

“No, I haven’t. I’m not familiar with it.”

Senator Barnett:

“They published an article called ‘*Cartel of Corruption*’ which includes several allegations about your son-in-law’s hiring at the Department of Administration. I’ll have my office forward you the article so you can review it and respond if needed. Moving forward: in the event that you, as Commission Chair, are made aware of any discrepancies or irregularities in the hiring process of an individual in a classified position, are you responsible for pursuing that information?”

Mr. Calvo:

“If a complaint is filed by an employee, we review it under the post-audit process. But when it comes to the hiring process of departments—if no complaint is filed—it would not come before us.

Again, I don’t know the specifics of what you’re referencing in that article. But anyone making allegations should do so truthfully and based on facts.”

Senator Barnett:

“I appreciate that. But I’m glad I was able to make you aware of it today.

Now shifting to another area: your son has a background in human resources as well—having worked at the Guam Memorial Hospital, Public Health, and now the Department of Administration. Some people have approached me with concerns, saying that with him as Chief of Staff and your son-in-law involved in hiring, political preferences are being pushed through the system.

I’m not saying this is fact, but this is the concern being raised. So how would you respond to that perception?”

Mr. Calvo:

“With due respect, Senator, I cannot speak to what’s happening in each agency. Each department head makes their own decisions. I’ve told my children very clearly: if they pursue employment, they must follow the merit process. That’s exactly what they’ve done.

When I applied for my own promotions during my government service, I went through the same merit-based process. That’s what I expect of my family.”

Senator Barnett:

“I understand. Now I’d like to ask your thoughts regarding the recent pay raises given to unclassified employees—particularly political appointees. Some classified

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employees feel this is an abuse, especially since they receive more modest, structured increases. Do you believe those kinds of raises for unclassified staff should fall under your Commission's purview?"

Mr. Calvo:

"That's a good question. Previously, the Commission did have authority to review unclassified salaries—but that authority was removed by law in 2005.

We used to use what's called the Hay-Methodology, which measured job content based on know-how, problem-solving, and accountability, and set appropriate salaries. Once the law changed, the Governor was given full discretion over unclassified pay."

Senator Barnett:

"I understand that. But in your opinion—do you think it's appropriate for unclassified political hires to receive tens of thousands in raises without rhyme or reason?"

Mr. Calvo:

"Well, Senator, since we no longer have jurisdiction, I can't offer much comment. That's up to your body—the Legislature—to review and decide whether the law should change."

Senator Barnett:

"Fair. I have just a couple more questions.

Are you aware of any instances where attorneys for employees who prevailed in Civil Service Commission cases have had their fees delayed or denied by the Department of Administration?"

Mr. Calvo:

"The law is very clear: if an employee prevails, they are entitled to have their attorney's fees covered. Our Commission always includes that requirement in our decisions when appropriate.

It is then the department head's responsibility to ensure that attorneys are paid. If there are issues with that, perhaps a reminder is needed at the departmental level."

Senator Barnett:

"Understood. I'll follow up on that.

Lastly, as I mentioned earlier, I'll forward you the *True.Guam* article regarding your son-in-law. I ask only that you read it and, if anything seems concerning or requires action, that you take appropriate steps."

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Mr. Calvo:

“Thank you, Senator. As I said, that’s the first I’ve heard of it, and I will review the article when I receive it.”

Vice Speaker Anthony Ada:

“Senator Terlaje, you’re recognized.”

Senator Terlaje:

“Thank you, Mr. Chair. And thank you, Mr. Calvo, for your service and for being willing to continue in this role, and for your testimony.

It’s very clear from your record—you didn’t want to expound on it too much—but your résumé is quite impressive. Two years as a GDOE teacher, 13 years at DOA, and 18 years as a classified employee of the Civil Service Commission. Now you’ve served six years as a commissioner and chairperson. You really are an expert on personnel and classifications.

It’s reassuring to see classified employees with experience like yours come back and continue to serve after retirement. I think it brings morale to others, because they know that someone who lived under the same system is now in a position to help uphold it.

I have no questions regarding your ability to perform the job—and perform it well. But I would like to follow up on a few points raised earlier.

First, thank you for providing that detailed breakdown of the Commission’s decisions. You listed how many appeals were filed, how many were ruled in favor of management versus employees, and so on.

That was interesting to me because I remember a former Senator, Klitzkie, used to claim that ‘no one can be fired in the Government of Guam.’ But based on the record you provided, it’s clear that most rulings actually favor management—which seems to contradict that view.

Still, that leads me to a few more questions.

One of the Commission’s duties—not listed directly in what you submitted—is to investigate the conditions of government employment, as necessary. Has the Commission ever initiated one of those investigations on its own?”

Mr. Calvo:

“Thank you, Senator. That’s a very good question.

What we typically see is that when there are concerns about employment conditions, employees invoke their right under the grievance appeal process. That’s where we address such issues.

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The grievance rules allow employees to raise concerns about things like workplace relationships or conditions, and we adjudicate those accordingly.”

Senator Terlaje:

“Understood. So that happens via the grievance process.

Now I want to touch on whistleblower protections. You mentioned there were six complaints filed—four disapproved for lack of jurisdiction, two approved for investigation, but none ruled in favor of the employees.

That’s concerning to me. It’s not necessarily your fault, but the numbers tell a story—very few complaints, and no victories for whistleblowers. Many more people have approached my office with complaints than what’s reflected in those stats.

And regarding post audits: 39 were filed, 27 ruled for management, and only one for an employee. Again, that suggests very few successful challenges to hiring or promotions, despite widespread public concern that these processes aren’t always fair.

And even when employees win a post audit, we’ve been told that if their probationary period is over, no corrective action can be taken. That’s frustrating.

I’d welcome your suggestions on how we might address that through legislation.

One more thing—you mentioned you’ve recused yourself approximately four times when family members were involved, including your son and nephew.

But management in these hearings is typically represented by agency directors, right?”

Mr. Calvo:

“Yes, ma’am. Under the rules, management refers to the director of the agency or their designee, because they are authorized to take personnel actions.”

Senator Terlaje:

“And those directors report to your son—the Governor’s Chief of Staff, correct? So even if your son isn’t named in a specific case, the directors are politically appointed, and he is effectively their superior.

So if your son were a director involved in a case, would you consider that a conflict?”

Mr. Calvo:

“Well, Senator, each director is required by law and regulation to follow the appropriate processes. When we review cases, we evaluate whether management complied with the rules—not who appointed them or to whom they report.

So even if a director reports to my son, that’s not relevant to how we judge a case. We look at whether their actions followed the law.

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If they fail to follow the proper steps, and employees appeal, we review the merits and rule accordingly.

In terms of conflict, I don't see any because our review is based entirely on legal compliance and case facts—not political relationships.”

Senator Terlaje:

“Fair enough. But I'll just say this—if directors are influenced by the Chief of Staff, and employees know the Commission is chaired by the Chief of Staff's father, that could have a chilling effect. It may discourage complaints. People might think the deck is stacked. It's just logic. So, I don't want to impugn your character, but I think it's important that we air this concern transparently and have your response on the record.”

Mr. Calvo:

“I appreciate that, Senator. And I absolutely respect the process and agree with being transparent.

But I want to reassure you and the public that I am independent. I make decisions based strictly on the law, the facts presented, and whether procedures were followed.”

Senator Terlaje:

“Thank you. And just to clarify—you're saying there's no conflict of interest in your continued service on the Commission, even with your son's position and your son-in-law's employment?”

Mr. Calvo:

“That's correct. I have recused myself whenever appropriate, and I uphold the integrity of the Commission and the merit system at all times.”

Senator Terlaje:

“Thank you, Mr. Calvo. And thank you again for your decades of service. Mr. Chair, that's all from me for now.”

Chair Sen. Ada:

“Thank you, Senator Terlaje. Thank you, Mr. Calvo—and also Ms. Morales—for coming before the body for your reappointments to the Civil Service Commission. For the record, Mr. Calvo's daughter Jonery is my goddaughter, and she is married to my godson. So I just want to note that there is no conflict of interest in that connection.

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Looking at everything that goes on in the Civil Service Commission, I want to underscore that it is a Commission of integrity—something the people of Guam look to in order to ensure fair and balanced treatment in government service.

The work you all do isn't easy. One of my colleagues mentioned that it's almost as difficult as the Parole Board—and I agree. You hold people's livelihoods in your hands. And you do the best that you can with the evidence that is presented before you.

You take out the political rhetoric, take out the hearsay, and base your decisions on what is actually before the Commission. And I commend you for that.

Maybe we as a Legislature need to look again at the laws that govern the Commission. Are there ways we can strengthen them? Are there areas we should update—whether it's expanding jurisdiction, revisiting rules about whistleblower protections, or realigning responsibilities?

These are things we should work together on—to ensure the best outcome not just for management and employees, but for the taxpayers and the people of Guam.

And I want to personally thank you both for your willingness to serve. No one forced you to do this. You could have very easily said, 'I don't need to put myself through this scrutiny.'

But your decision to come forward speaks to your integrity and your principle.

For me, I've lived for 58 years, and I've built my integrity over time. I wouldn't want to lose that with one careless 'yes' or 'no.' And that's all any of us really have—our word, and our integrity.

This is one of those boards where integrity means everything. You don't see people lining up to join the Civil Service Commission. It's hard work. It takes commitment. It takes character.

Mr. Calvo, the fact that you still have the ability, the energy, and the desire to continue this important work after all these years is remarkable—and deeply appreciated. Ms. Morales, likewise—thank you.

To all the current commission members still willing to serve the people of Guam, we thank you. I also note that this is a volunteer position—you don't get a paycheck for this.

So once again, *si Yu'us Ma'åse*.

Now, for the record, this concludes this morning's public hearing on board reappointments under Bills GL-38-0569 and GL-38-0570, concerning Ms. Rosemary Morales and Mr. Juan K. Calvo.

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The committee will continue to accept written testimony on these nominees for seven calendar days from today. Testimonies may be addressed to Senator Christopher M. Duenas, Chairman of the Committee, and mailed to 163 West Chalan Santo Papa, Hagåtña, Guam 96910. Testimonies may also be sent by email to senatorcduenas@guamlegislature.org

This public hearing is now adjourned. The time is 10:33 a.m.
Thank you, everyone, and good morning.”

I. FINDINGS & RECOMMENDATIONS:

The Committee on Finance and Government Operations hereby reports out the **Appointment of Juan K. Calvo to serve as Member of the Civil Service Commission Board of Commissioners** to *I Mina'trentai Ocho Na Liheslaturan Guåhan*. The Committee finds that Juan K. Calvo has demonstrated extensive experience and a long-standing commitment to public service through his decades of employment with the Government of Guam, including over six years as Chairman of the Civil Service Commission. 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 regarding potential conflicts of interest due to family members employed in government and high-profile roles. However, Mr. Calvo 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. Calvo'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. Calvo's qualifications, and his record of public service, the Committee recommends that the nomination of Juan K. Calvo to the Civil Service Commission TO REPORT OUT only.