



Eddie Baza Calvo
Governor
Ray Tenorio
Lt. Governor

OFFICES OF HOMELAND SECURITY AND CIVIL DEFENSE

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George L. Charfauros Jr.
Homeland Security Advisor
Charles V. Esteves
Administrator

July 10, 2017

NOTICE OF INTENT

ABOVE-STEP RECRUITMENT

Buenas yan Håfa Adai! The Office of Homeland Security and Civil Defense is announcing their intent to employ Mr. Charles V. Esteves as the Administrator, Office of Civil Defense at the salary of \$90,087.00 per annum at step 10 of pay grade S. This announcement is in compliance with Public Law 28-112, Recruitment Above-Step, Section 5, Transparency and Disclosure, Section 10 (6303.1). The Department of Administration announced their intent to hire above step on their website, media press release and the Guam Pacific Daily News and the Marianas Variety.

Should you require information, please contact Marie T. Quenga at marie.quenga@ghs.guam.gov, or George L. Charfauros Jr. at george.charfuaros@ghs.guam.gov. For additional information please contact the Human Resources Division, Recruitment Branch at 475-1128/1141 or you can email the Personnel Services Administrator at shane.ngata@doa.guam.gov with a "cc" copy to Michael W. Schniep at michael.schniep@doa.guam.gov . *Dångkolo na Agradesimiento!*



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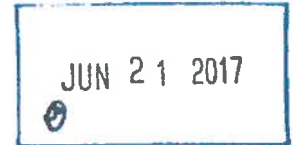
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George L. Charfauros, Jr.
Homeland Security Advisor
Charles V. Esteves
Acting Administrator

Department of Administration
Human Resources Division

To: Director, Department of Administration
From: Homeland Security Advisor, Guam Homeland Security
Subject: Request for Above-Step Recruitment for Charles Esteves
RE: Administrator, Office of Civil Defense



Recruitment Branch

Buenas yan Háfa Adail Pursuant to Title 4 Guam Code Annotated (GCA), §6205, the Offices of Homeland Security and Civil Defense submits this petition to recruit above the minimum step for your review and approval to step 10 of Pay Grade R (\$90,087) for the Administrator, Office of Civil Defense for Mr. Charles Esteves.

The Guam Homeland Security (GHS) and Office of Civil Defense (OCD) has had an extremely high turnover rate due to the high number of unclassified positions within the agency. The loss of experience and education resulted in subpar responses during previous real world emergency events, the loss of federal grant funds due to mismanagement, and the inability to properly spend funds over the course of the performance period, and the loss of productivity due to new hire adjustments.

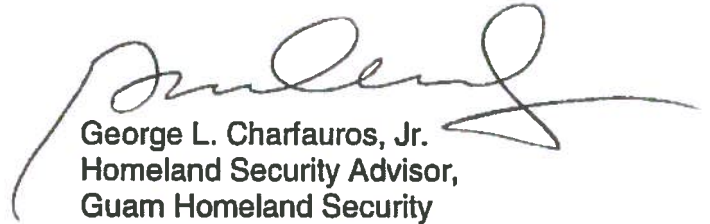
The Administrator, Office of Civil Defense has been unoccupied for over ten years. This left the agency vulnerable to instability with its progress easily interrupted by the change of leadership. More importantly, our Federal Grantors are ecstatic that our office is in the process of permanently hiring the Administrator position as well.

Having earned a Master's degree in Intelligence Studies and has completed post graduate courses in leadership and emergency management, self-development courses in Incident Command and is currently pursuing his Post-Doctorate degree far exceed the minimum experience and training requirements of the position.

Additionally, Mr. Esteves has seventeen years of military experience. As a Commander he is responsible for 100 soldiers and while he was deployed in support of contingency operations, the candidate frequently experienced real world crises, emergencies, and catastrophic events. For his actions, he has earned many awards to include two Bronze Star Medals for meritorious service in a combat zone.

Mr. Esteves has spent a considerable amount of time working in various leadership and staff positions within an operations center and his extensive experience and knowledge in the development of plans and execution of operations is the type of leadership and stability the agency needs coupled with his education as well as his Military training accomplishments contained in the field of safety and security meets the "exceptional

qualification" criteria for position. Therefore, The Offices of Guam Homeland Security and Civil Defense requests your approval for an Above-Step Recruitment for the position of Administrator due to difficulties in recruitment and exceptional qualifications.



George L. Charfauros, Jr.
Homeland Security Advisor,
Guam Homeland Security

CF:
Manager, Human Resources Division

