

Re: Messages & Communications Doc. No. 38GL-26-1814 through 1822.

From Guam Legislature Clerks <clerks@guamlegislature.gov>
 Date Thu 1/29/2026 11:35 AM
 To 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Cc Rennae Meno <rennae.meno@guamlegislature.gov>

Håfa Adai,

Received, and thank you.



Elijah Untalan
Clerks Office

I Mina'trentai Ocho na Liheslaturan Guåhan
 Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910
 Voice: (671) 472-3465/3460 Fax: (671) 472-3524
guamlegislature.gov

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 Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Sent: Thursday, January 29, 2026 10:21 AM
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>
 Subject: Messages & Communications Doc. No. 38GL-26-1814 through 1822.

Håfa Adai Clerk's Office,
 Please see attached, Messages & Communications Doc. No. 38GL-26-1814 through 1822 for processing:

✓	38GL-26-1814	Judiciary of Guam	FY2026 1st Quarter Judicial Building Revenues and Expenditures Report, Staffing Pattern, Travel Quarterly Report, Judiciary Grant Matrix Fund Report and Judicial Client Services Fund Report*
✓	38GL-26-1815	Port Authority of Guam	Board of Directors Resolution No. 2025-44 Relative to Adopting the "Look Ahead 2026" Plan: Strategic Execution, Operational Durability, and Institutional Readiness at the Port Authority of Guam*
✓	38GL-26-1816	Office of Public Accountability - Guam	iLearn Academy Charter School, Inc. FY2025 Financial Statements, Reports on Compliance and Internal Controls, Management Letter and the Auditor's Communication with Those Charged with Governance.*
✓	38GL-26-1817	Guam Solid Waste Authority	Unaudited Revenues and Expenditures Report for the month of December 2025*
✓	38GL-26-1818	A.B. Won Pat International Airport Authority	Statement of Revenues and Expenses- December 2025*
✓	38GL-26-1819	Civil Service Commission	Board Meeting Packet for January 27, 2026*
✓	38GL-26-1820	Department of Youth Affairs	FY2026 1st Quarter Reports – Financial, Non-Profit Organization, Non-Appropriated Fund, Staffing Pattern and Prior Year Obligation for the period ending December 31, 2025*
✓	38GL-26-1821	Judiciary of Guam	Judicial Council of Guam Regular Meeting Packet for January 14, 2026*
✓	38GL-26-1822	Department of Public Health and Social Services	Guam Board of Examiners for Optometry Board Meeting Packet for January 27, 2026*

Please retrieve Doc. No. 38GL-26-1814 through 1816 from link below:
[Messages & Communications Physical Scanned Copy - Google Drive](#)
 Kindly reply to this email



Si Yu'os ma'åse',
Marie Crisostomo
 Committee on Rules Assistant
COMMITTEE ON RULES
 Vice Speaker V. Anthony Ada, Chairperson
I Mina'trentai Ocho Na Liheslaturan Guåhan
 38th Guam Legislature

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Messages and Communications 38GL-26-1819*

2 messages

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

Wed, Jan 28, 2026 at 9:54 AM

To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>, Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>

Håfa Adai,

Please see attached M&C Doc. No. 38GL-26-1819

38GL-26-1819	Civil Service Commission	Board Meeting Packet for January 27, 2026*
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*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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


From: **Christine Quinata** <christine.quinata@csc.guam.gov>

Date: Tue, Jan 27, 2026 at 2:55 PM

Subject: Civil Service Commission - Board Meeting of: Tuesday, January 27, 2026

To: Litigation Division <civillitigation@oagguam.org>, gll@guamlawlibrary.org <gll@guamlawlibrary.org>, Office of Public Accountability <admin@guamopa.com>, Eliza G. Dames <eliza.dames@guam.gov>, Shamra L.A. Chargualaf <shamra.chargualaf@guam.gov>, Dorothy Blas <dorothy.blas@guam.gov>, <speakerblas@guamlegislature.gov>, <office.senatorbri@guamlegislature.gov>, bjcruz@guamopa.com <bjcruz@guamopa.com>, cc: Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Angielyn Iglesias <angielyn.iglesias@guam.gov>*Hafa Adai,*In compliance with *Chapter 18 of Title 1, Guam Code Annotated, Article 4, Section 1840*, and mandated under *4 GCA, Section 4403 (a)*, the Civil Service Commission submits the following documents that were presented and heard at its Board meeting that was conducted on Tuesday, January 27, 2026.**- Commissioner Attendance Roster.****- Agenda.****-Minutes.****8 attachments** **CSC BOARD ROSTER 1.27.26.pdf**
66K **CSC BOARD MINUTES 12.9.25.pdf**
138K **CSC BOARD MINUTES 12..11.25.pdf**
83K **CSCBOARD MINUTES Dec. 12.18.25.pdf**
97K **CSC BOOARD MINUTES 1.6.26.pdf**
109K **CSC BOARD MINUTES 1.8.26.pdf**
79K

 **CSC AGENDA 1.27.26.pdf**
33K

 **38GL-26-1819.pdf**
1144K

38th Committee On Rules <committeeonrules@guamlegislature.gov>
To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

Wed, Jan 28, 2026 at 11:06 AM

Håfa Adai,

Received, and thank you



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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

Civil Service Commission - Board Meeting of: Tuesday, January 27, 2026

2 messages

Christine Quinata <christine.quinata@csc.guam.gov>

Tue, Jan 27, 2026 at 2:55 PM

To: Litigation Division <civil litigation@oagguam.org>, "gll@guamlawlibrary.org" <gll@guamlawlibrary.org>, Office of Public Accountability <admin@guamopa.com>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf" <shamra.chargualaf@guam.gov>, Dorothy Blas <dorothy.blas@guam.gov>, speakerblas@guamlegislature.gov, office.senatorbri@guamlegislature.gov, "bjcruz@guamopa.com" <bjcruz@guamopa.com>, "cc: Daniel Leon Guerrero" <Daniel.leonguerrero@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Angielyn Iglesias <angielyn.iglesias@guam.gov>

Hafa Adai,

In compliance with *Chapter 18 of Title 1, Guam Code Annotated, Article 4, Section 1840*, and mandated under *4 GCA, Section 4403 (a)*, the Civil Service Commission submits the following documents that were presented and heard at its Board meeting that was conducted on Tuesday, January 27, 2026.

- **Commissioner Attendance Roster.**
- **Agenda.**
- **Minutes.**








Doc Type: 38GL-26-1819
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.

January 27, 2026

Time: 2:55 PM

Received: *FBK*

7 attachments

-  **CSC BOARD ROSTER 1.27.26.pdf**
66K
-  **CSC BOARD MINUTES 12.9.25.pdf**
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-  **CSC AGENDA 1.27.26.pdf**
33K

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

Tue, Jan 27, 2026 at 4:37 PM

To: Christine Quinata <christine.quinata@csc.guam.gov>

Cc: Litigation Division <civil litigation@oagguam.org>, "gll@guamlawlibrary.org" <gll@guamlawlibrary.org>, Office of Public Accountability <admin@guamopa.com>, "Eliza G. Dames" <eliza.dames@guam.gov>, "Shamra L.A. Chargualaf" <shamra.chargualaf@guam.gov>, Dorothy Blas <dorothy.blas@guam.gov>, office.senatorbri@guamlegislature.gov, "bjcruz@guamopa.com" <bjcruz@guamopa.com>, "cc: Daniel Leon Guerrero" <Daniel.leonguerrero@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Angielyn Iglesias <angielyn.iglesias@guam.gov>

Hafa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

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CIVIL SERVICE COMMISSION
Kumision I Setbision Sibit
GOVERNMENT OF GUAM
I Gobietnon Guahan

P.O. Box 2950 • Hagåtña, Guam 96932
 Tel: (671) 647-1855/1857 • Fax: (671) 647-1867



DANIEL D. LEON GUERRERO
 Executive Director

LOU A. LEON GUERRERO
 Governor

JOSHUA TENORIO
 Lieutenant Governor

BOARD OF COMMISSIONERS – ATTENDANCE ROSTER

Subject:	CSC BOARD MEETING	Meeting Date:	JANUARY 27, 2026
Agency:	Civil Service Commission (CSC)	Location:	CSC Board Hearing Room

COMMISSIONER	Title	SIGNATURE OF ATTENDANCE
JUAN K. CALVO	Chairman	
ANTHONY P. BENAVENTE	Vice Chairman	
FRANCISCO T. GUERRERO	Commissioner	
CATHY O. CATLING	Commissioner	
ROSE MARIE A. MORALES	Commissioner	

For CSC Board Secretary only.

Call to Order: (Meeting START Time)	9:08 (✓) A.M. / () P.M.	Adjourn: (Meeting END Time)	10:58 (✓) A.M. / () P.M.
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Attendance given to the Administrative Services Office for processing of Board Stipends as of:	Signature for Board Stipends processing:
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38GL-26-1819
 Messages and Communications

RECEIVED
 COMMITTEE ON RULES
 January 28, 2026

9:54 a.m.

Marie Crisostomo



CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT

Bell Tower Suite 201, 710 W. Marine Corps Drive, Hagåtña, Guam 96910 • Tel: (671) 647-1855 • Fax: (671) 647-1867

NOTICE OF MEETING

IN-PERSON MEETING AT 9:00 A.M. ON TUESDAY, JANUARY 27, 2026.

A live broadcast of this meeting is available to the public on the CSC website at csc.guam.gov or on GovGuam.tv. The public can also access a live stream of this meeting via zoom by using the link or Meeting ID and Passcode provided below.

<https://us06web.zoom.us/j/88593208296?pwdD6HwXcuRbQpT90hJbmtRJKbrosvztQ.1>

MEETING ID: 885 9320 8296 / Passcode: 139223

AGENDA

I. CALL TO ORDER.

II. APPROVAL OF MINUTES: December 9, 2025; December 11, 2025; December 18, 2025; January 6, 2026 and January 8, 2026.

III. NEW BUSINESS: None.

IV. OLD BUSINESS: Hearing on the Merits (continuation)

1) Vivian C. Leon vs. Port Authority of Guam;
Case No.: 25-AA08T

V. GENERAL BUSINESS:

- 1) Bills and Laws affecting CSC: None.
- 2) Administrative Counsel Litigation Update.
- 3) Administrative Matters:
 - a). Board Training; Civil Service Commission Board Members.

VI. ADJOURNMENT.

For special accommodations, please contact Maria P. Masnayon, CSC ADA Coordinator at (671) 647-1872 / (671) 647-1855.

/s/ Daniel D. Leon Guerrero, Executive Director

Paid for by the Civil Service Commission.



I GOBIETNON GUAHAN
CIVIL SERVICE COMMISSION
 KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Tuesday, December 9, 2025

The Civil Service Commission (CSC) convened on Tuesday, December 9, 2025 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Rose Marie A. Morales, Commissioner	

I. CALL TO ORDER:

On Tuesday, December 9, 2025, at approximately 9:29 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: November 13, 2025 and November 20, 2025

The minutes of November 13, 2025 and November 20, 2025 was approved by Commissioner Rose Marie A. Morales with the concurrence of all other Commissioners.

III. NEW BUSINESS:

1. Deliberation Hearing:

Sonia R. Pablo vs. Department of Education (DOE): Case No. 23-GRE15SP.

Chairman Calvo stated that this Deliberation Hearing is a result of a “Stipulation and Order” from the Superior Court of Guam that the matter be Remanded back to the CSC for re-deliberation consistent with this Stipulation and Order. Commissioners concurred that they have all reviewed the documents before them as well as the recordings. Chairman Calvo stated that the employee prevailed at its initial hearing with CSC. Upon further deliberation among the Commissioners, it was noted that Ms. Pablo’s is entitled to the 2014 Pay Policy, Pay Grade P at Step 1 and DOE did not process her pay and incentive correctly. It was stated that Ms. Pablo’s seniority with DOE; should have her earning more than the recently recruited employee(s).

Chairman Calvo made a motion to sustain their original decision of slotting of the employee as a Psychologist to Pay Grade P, Step 1 inclusive of the Brik adjustment and 2014 Competitive Wage Act retroactive to the implementation of the 2014 CWA with all other Commissioners concurring.

2. Hearing on the Merits:

Peter Jesse Perez Leon Guerrero vs. Guam Police Department (GPD): Case No.: 23-AA09T

Deputy Chief Attorney General Joseph Guthrie informed the Commissioners that the parties reached a Settlement.

3. Signing: Judgment of Dismissal.

Mardee Lujan-Sandlin vs. Office of Attorney General (OAG): Case No.: 25-GRE21.

Fred Nishihira, Administrative Counsel of the Civil Service Commission, read the above signing (**Judgment of Dismissal**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Judgment of Dismissal**) and concurred by all other Commissioners.

4. Signing: Judgment of Dismissal:

Adrian Mora vs Customs and Quarantine Agency (CQA): Case No.: 25-GRE22.

Fred Nishihira, Administrative Counsel of the Civil Service Commission, read the above signing (**Judgment of Dismissal**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Judgment of Dismissal**) and concurred by all other Commissioners.

IV. OLD BUSINESS:

1. Signing: Decision and Judgment:

Masatomo Thomas Nadeau vs. Department of Public Health & Social Services (DPHSS):
Case No.: 23-GRE11

Roland P. Fejarang, Personnel Services Administrator of the Civil Service Commission, read the above signing (**Decision and Judgment**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Decision and Order**) and concurred by all other Commissioners.

2. Signing: Judgment of Dismissal:

Jesse James McCarrel vs. Customs & Quarantine Agency (CQA): Case No.: 25-AA05S

Fred Nishihira, Administrative Counsel of the Civil Service Commission, read the above signing (**Judgment of Dismissal**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Judgment of Dismissal**) and concurred by all other Commissioners.

3. Signing: Decision and Order:

Vivian Leon vs. Port Authority of Guam (PAG): Case No.: 25-WB02

Fred Nishihira, Administrative Counsel of the Civil Service Commission, read the above signing (**Decision and Order**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Decision and Order**) and concurred by all other Commissioners.

4. Signing: Decision and Judgment:

Dean J. Taitague, et. Al vs. Department of Corrections (DOC): Case No.:25-GRE08

Fred Nishihira, Administrative Counsel of the Civil Service Commission, read the above signing (**Decision and Judgment**) into the record.

Vice Chairman Anthony P. Benavente made a motion to approve the above (**Decision and Order**) and concurred by all other Commissioners.

V. GENERAL BUSINESS:

1. Bills and Laws affecting CSC

2. Administrative Counsel Litigation Update

3. Administrative Matters:

(A) Board Training: Civil Service Commission Board Members

VI. ADJOURNMENT:

Commissioner Anthony P. Benavente made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission's Meeting **concluded at approximately 10:55 a.m. on Tuesday, December 9, 2025.**

Submitted for Approval:



Evelyn SA Claros

APPROVED:



JUAN K. CALVO, Chairman

Date: 1.27.26



I GOBIETNON GUAHAN
CIVIL SERVICE COMMISSION
 KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Thursday, December 11, 2025

The Civil Service Commission (CSC) convened on Thursday, December 11, 2025 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Fred S. Nishihira, Administrative Counsel
Anthony P. Benavente, Vice Chairman	Roland P. Fejarang, Personnel Mgmt Administrator
Cathy O. Catling, Commissioner	Maria P. Masnayon, Personnel Mgmt Analyst III
Francisco T. Guerrero, Commissioner	

I. CALL TO ORDER:

On Thursday, December 11, 2025, at approximately 9:13 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES:

There are no minutes for approval.

III. NEW BUSINESS:

1. Grievance Hearing:

Joseph Taitague vs. Department of Corrections (DOC); Case No.: 25-GRE07.

Chairman Calvo made a motion to deliberate the Grievance hearing without verbal arguments and with no objection; all Commissioners concurred with the motion.

Commissioners had several questions to the employee to clarify and verify on the number of hours he worked while at DOC and currently at Guam Homeland to include the employee's benefits such as Night Differential, Hazardous Pay, 25% Differential Pay and overtime received from both agencies. They further noted that Mr. Taitague's assignment to Guam Homeland did not change his position title. Upon Mr. Taitague's assignment to Guam Homeland, DOA implemented the "Correction Institution Differential Pay Policy".

Chairman Calvo made a motion to rule in favor of the employee to be entitled to the 25% Differential Pay while assigned to Guam Homeland to be retroactive on the effective date of the policy implemented by Department of Administration (DOA) with the concurrence of all other Commissioners.

IV. OLD BUSINESS:

1. Hearing on the Merits:

Peter Jesse Perez Leon Guerrero vs. Guam Police Department (GPD): Case No.: 23-AA09T

This hearing is cancelled due to Settlement during the December 9, 2025 Civil Service Commission Board Meeting.

V. GENERAL BUSINESS:

1. Bills and Laws affecting CSC

2. Administrative Counsel Litigation Update

3. Administrative Matters:

(A) Board Training: Civil Service Commission Board Members

VI. ADJOURNMENT:

Commissioner Rose Marie A. Morales made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 9:36a.m. on Tuesday, December 11, 2025.**

Submitted for Approval:



Evelyn SA Claros

APPROVED:



JUAN K. CALVO, Chairman

Date: 1.27.26



I GOBIETNON GUAHAN
CIVIL SERVICE COMMISSION
 KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Thursday, December 18, 2025

The Civil Service Commission (CSC) convened on Thursday, December 18, 2025 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, Administrative Counsel
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Rose Marie O. Morales, Commissioner	Audre D.C. King, Personnel Mgmt Analyst I
Francisco T. Guerrero, Commissioner	

I. CALL TO ORDER:

On Thursday, December 18, 2025, at approximately 9:13 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES:

There are no minutes for approval.

III. NEW BUSINESS: None

IV. OLD BUSINESS:

1. Motion Hearing:

Joshua R. James vs. Guam Solid Waste Authority; CSC Case No.: 25AA06S

Mr. Robert Koss representing the employee.

Mr. Joshua R James, employee is also present; seated to his right.

Chief Deputy Attorney General Joseph A. Guthrie representing GSWA. GSWA Management not present for today's hearing.

Chairman Calvo made a motion to proceed with the hearing and to hear the motion for Mr. Joshua R. James Adverse Action for a 3 Day Suspension.

Chairman Calvo asked Mr. Koss, employee representative to present on the motion. He provided a brief summary on the motion.

Chairman Calvo asked Chief Deputy Attorney General Joseph A. Guthrie to respond to the Employee's motion. He provided a brief summary on the motion.

Chairman Calvo asked the Commissioners if anyone has any questions for either party; no questions for the parties; they will proceed with their deliberation.

Chairman Calvo asked the Commissioners to deliberate among themselves the motion. The Commissioners noted the violation of the 4 GCA Rule 4406 – 90 Days Rule; a technicality on Management's part.

Chairman Calvo made a motion to Null and Void the 3 Day Suspension for Mr. Joshua R. James and to rule in favor of the employee. The vote of five (5) to zero (0) to Null and Void the 3 Days suspension for Mr. Joshua R. James.

V. GENERAL BUSINESS:

1. Bills and Laws affecting CSC

2. Administrative Counsel Litigation Update

3. Administrative Matters:

(A) Board Training: Civil Service Commission Board Members

VI. ADJOURNMENT:

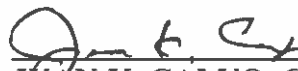
Commissioner Rose Marie A. Morales made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 9:36 a.m. on Thursday, December 18, 2025.**

Submitted for Approval:



Evelyn SA Claros

APPROVED:



JUAN K. CALVO, Chairman
Date: 1.27.26



I GOBIETNON GUAHAN
CIVIL SERVICE COMMISSION
 KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Tuesday, January 6, 2026

The Civil Service Commission (CSC) convened on Tuesday, January 6, 2026 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Roland P. Fejarang, Personnel Mgmt Administrator
Cathy O. Catling, Commissioner	Vickilynn C. Sablan, Personnel Mgmt Analyst III
Rose Marie O. Morales, Commissioner	Audre D.C. King, Personnel Mgmt Analyst I

I. CALL TO ORDER:

On Tuesday, January 6, 2026, at approximately 9:15 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES:

There are no minutes for approval.

III. NEW BUSINESS:

1. Grievance Hearing:

Glenn Nelson vs. Port Authority of Guam (PAG); Case No. 25-GRE06

Attorney Michael Phillips representing Mr. Glenn Nelson will not be in attendance for today’s hearing. CSC staff were informed that he is sick.

Chairman Calvo reported that during the first scheduled hearing Attorney Phillips was not present and that the hearing was postponed. This is the second scheduled hearing and Attorney Phillips is out sick today. The Commissioners voted four (4) to zero (0) to proceed with today's hearing, without Attorney Phillips and the employee, Mr. Glenn Nelson. The Commission received an email from Attorney Phillips office informing he will be unable to attend today's Grievance Hearing as he is ill with the flu.

Chairman Calvo made a motion to go forward with the Hearing and was unanimously agreed with all Commissioners present.

After a lengthy deliberation among the Commissioners – Chairman Calvo, Vice Chairman Benavente, Commissioner Catling and Commissioner Morales, and their review of the documents regarding Mr. Nelson's Grievance, they did not find any merit or remedy to his Grievance.

Chairman Calvo made a motion deny the Grievance appeal; documents did not satisfy the evidence with all the Commissioners concurring to his motion with a vote of four (4) to zero (0).

General Manager Respicio and Attorney James Canto II was present for today's hearing.

IV. OLD BUSINESS:

1. Signing: Order After Hearing Denying Employee's Motion to Disqualify Port Attorneys

Vivian Castro Leon vs. Port Authority of Guam; CSC 25-AA08T

By a vote of four (4) to zero (0) Employee's Motion to Disqualify Port Attorneys was denied.

2. Signing: Order After Hearing Denying Employee's Motion to Dismiss and Revoke Adverse Action for Violation of 4 GCA §4406 (90-Day Rule)

Vivian Castro Leon vs. Port Authority of Guam; CSC 25-AA08T; Case No: 25-AA08T

By a vote of four (4) to zero (0) Employee's Motion to Dismiss and Revoke Adverse Action for Violation of 4 GCA §4406 (90-Day Rule) was denied.

3. Signing: Order After Hearing Denying Management's Motion to Dismiss Whistleblower Case

Vivian Castro Leon vs. Port Authority of Guam; CSCS 25-AA08T

Due to a tie 2-2 vote during the September 9, 2025 hearing, Denying Management's Motion to Dismiss Whistleblower case; a status hearing on the merit with a vote of four (4) to zero (0).

V. GENERAL BUSINESS:

1. Bills and Laws affecting CSC
2. Administrative Counsel Litigation Update
3. Administrative Matters:
(A) Board Training: Civil Service Commission Board Members

VI. ADJOURNMENT:

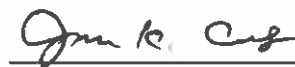
Commissioner Rose Marie A. Morales made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 9:44 a.m. on Tuesday, January 6, 2026.**

Submitted for Approval:



Evelyn SA Claros

APPROVED:



JUAN K. CALVO, Chairman
Date: 1-27-26



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CIVIL SERVICE COMMISSION
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BOARD MEETING MINUTES OF
Thursday, January 8, 2026

The Civil Service Commission (CSC) convened on Thursday, January 8, 2026 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Roland P. Fejarang, Personnel Mgmt Administrator
Cathy O. Catling, Commissioner	Vickilynn C. Sablan, Personnel Mgmt Analyst III
Rose Marie A. Morales, Commissioner	Maria P. Masnayon, Personnel Mgmt Analyst III

I. CALL TO ORDER:

On Thursday, January 8, 2026, at approximately 9:22 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES:

There are no minutes for approval.

III. NEW BUSINESS:

1. Mitigation Hearing:

Lynda B. Aguon vs. Department of Parks & Recreation: CSC Case No.: 19-GRE02T SP

Chairman Calvo and the Commissioners were provided with a copy of “Stipulation and Order for Continuance” and signed by both parties on January 7, 2026, requesting for the Mitigation Hearing be continued due to Attorney Phillips is sick.

Chairman Calvo and with the concurrence of the Commissioners agreed for the Mitigation Hearing to be continued with a vote of Four (4) and Zero (0).

2. Grievance Hearing:

Briana Roberto & Cynthia Kuper vs. Guam Customs & Quarantine Agency; CSC Case No: 24-GRE06

Chairman Calvo and the Commissioners were provided with a copy of “Notice of Grievance Withdrawal” and signed by both employees – Brianna Roberto and Cynthia Kuper on January 7, 2026 requesting for their case to be withdrawn.

Chairman Calvo and with the concurrence of the Commissioners had no objection to the Grievance Withdrawal with all Commissioners concurring with a vote of Four (4) and Zero (0).

IV. OLD BUSINESS: None.

V. GENERAL BUSINESS:

1. Bills and Laws affecting CSC
2. Administrative Counsel Litigation Update
3. Administrative Matters:
(A) Board Training: Civil Service Commission Board Members

VI. ADJOURNMENT:


Commissioner Rose Marie A. Morales made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission’s Board Meeting **concluded at approximately 9:26 a.m. on Thursday, January 8, 2026.**

Submitted for Approval:



Evelyn SA Claros

APPROVED:



JUAN K. CALVO, Chairman
Date: 1. 27. 26