

Messages & Communications Doc. No. 38GL-26-1929 through 1933.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>  
Date Mon 2/16/2026 10:02 AM  
To Guam Legislature Clerks <clerks@guamlegislature.gov>  
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

5 attachments (11 MB)

21626COMM Doc. No. 38GL-26-1929.pdf; 21626COMM Doc. No. 38GL-26-1930.pdf; 21626COMM Doc. No. 38GL-26-1931.pdf; 21626COMM Doc. No. 38GL-26-1932.pdf; 21626COMM Doc. No. 38GL-26-1933.pdf;

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-1929 through 1933** for processing:

✓	38GL-26-1929	Port Authority of Guam	Revenues and Expenses Report for month ending September 30, 2025*
✓	38GL-26-1930	Civil Service Commission	Board Meeting Packet for February 12, 2026*
✓	38GL-26-1931	Port Authority of Guam	Revenues and Expenses Report for month ending October 31, 2025*
✓	38GL-26-1932	Department of Corrections	Prior Years Obligations to pay Tsang Brothers Corporation in the total amount of \$5,443.50.
✓	38GL-26-1933	Office of Public Accountability - Guam	Small Purchases Report for the Month of January 2026*

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*

*38<sup>th</sup> Guam Legislature*

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**Messages and Communications 38GL-26-1930\***

2 messages

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

Fri, Feb 13, 2026 at 12:01 PM

To: 38th Committee On Rules &lt;committeeonrules@guamlegislature.gov&gt;, Sabrina Salas Matanane &lt;office.senatorbri@guamlegislature.gov&gt;

Håfa Adai,

Please see attached M&amp;C Doc. No. 38GL-26-1930

38GL-26-1930	Civil Service Commission	Board Meeting Packet for February 12, 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 38<sup>th</sup> Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

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

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

From: **Angielyn Pangelinan** <angielyn.pangelinan@csc.guam.gov>


Date: Thu, Feb 12, 2026 at 3:46 PM

Subject: Civil Service Commission - Board Meeting of: Thursday, February 12, 2026

To: Litigation Division <civillitigation@oagg.guam.org>, [gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org) <[gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org)>, Office of Public Accountability <[admin@guamopa.com](mailto:admin@guamopa.com)>, Eliza G. Dames <[eliza.dames@guam.gov](mailto:eliza.dames@guam.gov)>, Shamra L.A. Chargualaf <[shamra.chargualaf@guam.gov](mailto:shamra.chargualaf@guam.gov)>, Dorothy Blas <[dorothy.blas@guam.gov](mailto:dorothy.blas@guam.gov)>, <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>, <[office.senatorbri@guamlegislature.gov](mailto:office.senatorbri@guamlegislature.gov)>, [bjcruz@guamopa.com](mailto:bjcruz@guamopa.com) <[bjcruz@guamopa.com](mailto:bjcruz@guamopa.com)>, cc: Daniel Leon Guerrero <[Daniel.leonguerrero@csc.guam.gov](mailto:Daniel.leonguerrero@csc.guam.gov)>, Roland Fejarang <[roland.fejarang@csc.guam.gov](mailto:roland.fejarang@csc.guam.gov)>, Fred Nishihira <[fred.nishihira@csc.guam.gov](mailto:fred.nishihira@csc.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 Thursday, February 05, 2026.

**- Commissioner Attendance Roster.****- Agenda.****- (CSC) Approval of Minutes: January 20, 2026; January 22, 2026****- Decision & Judgment For: Joshua R. James vs. Guam Solid Waste Authority; Case No.: 25-AA06S****- Decision & Judgment For: Glenn Nelson vs. Port Authority of Guam; Case No.: 25-GRE06****6 attachments** **BOARD OF COMMISSIONERS ATTENDANCE ROSTER FOR\_ FEBRUARY 12,2026.pdf**  
62K **BOARD MEETING AGENDA FEBRUARY 12, 2026.pdf**  
57K **JOSHUA R JAMES VS GSWA 25-AA06S (1).pdf**  
174K **GLENN NELSON VS PORT AUTHORITY 25-GRE06.pdf**  
191K **CIVIL SERVICE COMMISSION MINTUES FOR\_ JANUARY 20, 22, 2026.pdf**  
129K **38GL-26-1930.pdf**  
1194K

38th Committee On Rules &lt;committeeonrules@guamlegislature.gov&gt;

Mon, Feb 16, 2026 at 8:40 AM

To: "Speaker Frank Blas Jr." &lt;speakerblas@guamlegislature.gov&gt;

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*

*38<sup>th</sup> Guam Legislature*

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[Quoted text hidden]



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

## Civil Service Commission - Board Meeting of: Thursday, February 12, 2026

2 messages

**Angielyn Pangelinan** <angielyn.pangelinan@csc.guam.gov>

Thu, Feb 12, 2026 at 3:45 PM






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>

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 Thursday, February 05, 2026.

- **Commissioner Attendance Roster.**
- **Agenda.**
- **(CSC) Approval of Minutes: January 20, 2026; January 22, 2026**
- **Decision & Judgment For: Joshua R. James vs. Guam Solid Waste Authority; Case No.: 25-AA06S**
- **Decision & Judgment For: Glenn Nelson vs. Port Authority of Guam; Case No.: 25-GRE06**

### 5 attachments

-  **BOARD OF COMMISSIONERS ATTENDANCE ROSTER FOR\_ FEBRUARY 12,2026.pdf**  
62K
-  **BOARD MEETING AGENDA FEBRUARY 12, 2026.pdf**  
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-  **JOSHUA R JAMES VS GSWA 25-AA06S (1).pdf**  
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-  **GLENN NELSON VS PORT AUTHORITY 25-GRE06.pdf**  
191K
-  **CIVIL SERVICE COMMISSION MINTUES FOR\_ JANUARY 20, 22, 2026.pdf**  
129K

Doc Type: 38GL-26-1930  
OFFICE OF THE SPEAKER  
FRANK F. BLAS, JR.  
February 12, 2026  
Time: 3:45 PM  
Received: *FBK*

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

Thu, Feb 12, 2026 at 3:57 PM

To: Angielyn Pangelinan <angielyn.pangelinan@csc.guam.gov>

Cc: 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>, 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>

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 Guahan 38<sup>th</sup> Guam Legislature**

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

**(671)969-6456**

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

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LOU A. LEON GUERRERO  
Governor  
JOSHUA TENORIO  
Lieutenant Governor

**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

**BOARD OF COMMISSIONERS – ATTENDANCE ROSTER**

<b>Subject:</b>	CSC BOARD MEETING	<b>Meeting Date:</b>	February 12, 2026
<b>Agency:</b>	Civil Service Commission (CSC)	<b>Location:</b>	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.

<b>Call to Order:</b> (Meeting START Time)	9:19	<input checked="" type="checkbox"/> A.M. / ( ) P.M.	<b>Adjourn:</b> (Meeting END Time)	12:12	( ) A.M. / <input checked="" type="checkbox"/> 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:



38GL-26-1930  
Messages and Communications

**RECEIVED**  
COMMITTEE ON RULES  
February 13, 2026

12:01 p.m.  
Marie Crisostomo

# CIVIL SERVICE COMMISSION

Komision I Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM"

GOVERNMENT OF GUAM

I Gobiernon Guahan



## **BOARD MEETING AGENDA**

Thursday, February 12, 2026 at 9:00 A.M.

*(In Person & Livestream)*

- I. **CALL TO ORDER**
- II. **APPROVAL OF MINUTES:** January 20, 2026; January 22, 2026
- III. **NEW BUSINESS:**  
**GRIEVANCE HEARING:**  
(1) **Maria L.S. Apuron vs. Office of the Attorney General; CSC 25-GRE28**
- IV. **OLD BUSINESS: SIGNINGS:**  
**DECISION & JUDGMENT:**  
(1) **Joshua R. James vs. Guam Solid Waste Authority; Case No.: 25-AA06S**  
**DECISION & JUDGMENT:**  
(2) **Glenn Nelson vs. Port Authority of Guam; Case No.: 25-GRE06**
- V. **GENERAL BUSINESS:**
  - 1) **Bills and Laws affecting CSC.**
  - 2) **Administrative Counsel Litigation Update.**
  - 3) **Administrative Matters:**
    - a) **Resolution: Adoption of Proposed Post Audit Rules & Regulations to Begin the Administrative Adjudication Act Process**
    - b) **Board Training; Civil Service Commission Board Members.**
- VI. **ADJOURNMENT.**

Agenda approved by:

**Daniel D. Leon Guerrero, CSC Executive Director**



**BEFORE THE  
CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS**



**IN THE MATTER OF:**

**JOSHUA R. JAMES,**

**Employee,**

**vs.**

**GUAM SOLID WASTE  
AUTHORITY,**

**Management.**

**ADVERSE ACTION APPEAL  
CASE NO.: 25-AA06S**

**DECISION AND JUDGMENT**

**INTRODUCTION**

This matter came before the Civil Service Commission on December 18, 2025, concerning the Employee's Motion to Void. The motion alleges a violation of 4 G.C.A. § 4406, commonly known as the 90-day rule. The hearing was attended by Joseph Guthrie, Deputy Attorney General, representing management, Management

**DECISION & JUDGMENT**

*Joshua R. James vs. Guam Solid Waste Authority*  
Adverse Acton Appeal CSC Case No.: 25-AA06S

Page 1 of 5

1 was not present. Robert E. Koss, representing Employee and Joshua R. James,  
2 Employee were both present. The Commissioners present at the hearing included  
3 John K. Calvo, Chairman, Anthony P. Benavente, Vice Chairman, Cathy O. Catling,  
4 Commissioner, Rose Marie A. Morales, Commissioner, and Francisco T. Guerrero,  
5 Commissioner.

### 6 JURISDICTION

7 Jurisdiction of the Civil Service Commission is based on the Organic Act of  
8 Guam at 4 G.C.A. §§4401& 4403 et seq. and relevant personnel rules and regulations.

### 9 FINDINGS OF FACTS

- 10 1. The Notice of Final Adverse Action (FNAA) was issued on June 23, 2025.
- 11 2. On page 7 of the FNAA Management charged Employee with violating
- 12 DOA Personnel Rules and Regulations, rules 8.210(D) and 8.700.
- 13 3. The FNAA further alleged Employee was on unauthorized leave
- 14 beginning March 6, 2025.
- 15 4. Management issued the FNAA more than 90 days after the unauthorized
- 16 leave allegedly occurred.

17 //

18 //

### 20 DECISION & JUDGMENT

*Joshua R. James vs. Guam Solid Waste Authority*  
Adverse Action Appeal CSC Case No.: 25-AA06S

1 **DELIBERATION**

2 Classified employees of the Government of Guam are afforded procedural  
3 protections regarding dismissal, demotion, or suspension. Under 4 G.C.A. § 4406  
4 an agency must provide notice of a Final Notice of Adverse Action (FNAA)  
5 within a 90-day period. This statutory window begins when management *knew*  
6 *or should have known the facts or events which form the alleged basis for such*  
7 *action*. Failure to adhere to this timeline renders the adverse action void.

8 In the present matter, Management issued a suspension based on thirty-two  
9 alleged days of unauthorized absence. These, dates, as detailed in the FNAA,  
10 included March 6, 7, 13, 19, and 20, 2025. However, the FNAA was not served until  
11 on June 23, 2025. Consequently, the specific dates that form the basis of this action  
12 fell outside the 90-day window mandated by statute.

13 In addition to the procedural concerns raised by the Employee, the  
14 Commission noted significant reservations regarding Management’s failure to attend  
15 the hearing. Vice Chairman Anthony P. Benavente and Commissioner Guerrero  
16 stated that Management’s non-appearance alone provided sufficient grounds to find  
17 against the agency. Commissioner Cathy O. Catling expressed disappointment at  
18 Management’s absence, noting that it was inappropriate given the amount of time  
19 and resources the Commission invests in these cases.

20 **DECISION & JUDGMENT**

*Joshua R. James vs. Guam Solid Waste Authority*  
Adverse Acton Appeal CSC Case No.: 25-AA06S



- 1           1) Provide full back pay for the three days of suspension.  
2           2) Restore all other associated benefits as if the adverse action never  
3 occurred.

4           **SO ORDERED** this 12th day of February, 2026.

6             
7           \_\_\_\_\_  
8           **JUAN K. CALVO**  
9           Chairman

6             
7           \_\_\_\_\_  
8           **ANTHONY P. BENAVENTE**  
9           Vice Chairman

8             
9           \_\_\_\_\_  
10          **FRANCISCO T. GUERRERO**  
11          Commissioner

8             
9           \_\_\_\_\_  
10          **CATHY O. CATLING**  
11          Commissioner

10            
11          \_\_\_\_\_  
12          **ROSE MARIE A. MORALES**  
13          Commissioner

20          **DECISION & JUDGMENT**

20          *Joshua R. James vs. Guam Solid Waste Authority*  
20          Adverse Acton Appeal CSC Case No.: 25-AA06S



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:

GLENN NELSON,

Employee,

vs.

PORT AUTHORITY OF GUAM,

Management.

GRIEVANCE APPEAL  
CASE NO.: 25-GRE06

DECISION AND JUDGMENT

Pursuant to the agreement reached by the Parties during the November 19, 2025 Status Call, this matter came before the Civil Service Commission ("Commission") for a Grievance Hearing on January 6, 2025. Commissioners present were: Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose Marie A. Morales, and Commissioner Cathy O. Catling.

Management was present through General Manager Rory Respicio, and Management was represented by attorney James L. Canto II. Employee Glenn

**DECISION AND JUDGMENT**

*Glenn Nelson vs. Port Authority of Guam*

Grievance Appeal CSC Case No.: 25-GRE06

Page 1 of 9

1 Nelson was not present and his attorney of record, Michael F. Phillips, was not  
2 present.

### 3 I. JURISDICTION

4 The jurisdiction of the Civil Service Commission is based upon 4 GCA §§ 4401,  
5 4403 et seq. and the Personnel Rules and Regulations for Maritime Positions Unique  
6 to Port Operations and Certified, Technical, and Professional Positions.

### 8 II. PROCEDURAL HISTORY

9 1. On April 2, 2025, Employee filed a grievance against the Port Authority of  
10 Guam, alleging that statements made by the General Manager during a public  
11 legislative oversight hearing were defamatory, retaliatory, and improper.

12 2. In his grievance filings and attachments, Employee further alleged collusion  
13 and retaliation by the Port Board of Directors and the Personnel Services  
14 Administrator, and an abuse of authority by the General Manager to create a climate  
15 of fear and intimidation.

16 3. The grievance proceeded through all the required steps of the grievance  
17 process, and was denied by Management at each step, finding no violation of law,  
18 rule, regulation, or policy.

### 20 DECISION AND JUDGMENT

21 *Glenn Nelson vs. Port Authority of Guam*  
Grievance Appeal CSC Case No.: 25-GRE06

1           4. Employee timely appealed the grievance to the Civil Service Commission on  
2 May 14, 2025.

3           5. A grievance hearing was scheduled for November 6, 2025; however,  
4 Employee and his counsel of record failed to appear, with counsel having emailed  
5 that he was ill and unable to attend.

6           6. A Status Call was held on November 19, 2025 where the Parties agreed to  
7 a hearing date of January 6, 2026 with a second hearing date if needed scheduled for  
8 January 29, 2026. Another Status Call was established for December 17, 2025.

9           7. On December 17, 2025, Employee and his counsel of record failed to  
10 appear, with counsel again emailing that he was ill and unable to attend.

11          6. On January 6, 2026, an email was sent to the Civil Service Commission  
12 staff stating that Attorney Phillips was unable to attend due to illness.

13          7. Pursuant to Civil Service Commission Rules of Procedure for Grievance  
14 Appeals, Rule G21, which gives the Commission the discretion to decline to afford  
15 the parties an opportunity to present arguments and presentations, the Commission  
16 voted 4 to 0 to proceed with the Grievance Hearing without the presence of  
17 Employee and without oral presentations by the parties.

18 //

19 //

20 **DECISION AND JUDGMENT**

21 *Glenn Nelson vs. Port Authority of Guam*  
Grievance Appeal CSC Case No.: 25-GRE06

1 **III. FINDINGS OF FACT**

2 After reviewing the documentary exhibits submitted to the Commission by both  
3 parties, the Commission made the following factual findings:

4 1. The statements by the General Manager, which formed the basis for  
5 Employee's grievance, were made by the General Manager during an official  
6 legislative oversight hearing.

7 2. The testimony addressed operational performance and matters within the  
8 General Manager's official duties and responsibilities.

9 3. The General Manager did not reference Employee by name during his  
10 legislative testimony.

11 4. Employee admitted in his grievance filings that he himself did not attend  
12 the legislative hearing and did not view the recording of the hearing prior to filing  
13 his grievance, but instead relied on the report of a family member purported account  
14 of Management's statement before filing his grievance.

15 5. In his grievance, Employee does not identify any provision of law, rule,  
16 regulation, or policy allegedly violated by Management in the making of the  
17 statements at issue.

18 //

19 //

20 **DECISION AND JUDGMENT**  
21 *Glenn Nelson vs. Port Authority of Guam*  
Grievance Appeal CSC Case No.: 25-GRE06



1 that he reviewed Employee's grievance multiple times, but was unable to determine  
2 what was the basis for the appeal and what remedy Employee was seeking,  
3 Additionally, the Chairperson stated the grievance does not allege any discipline,  
4 reassignment, retaliation, or any adverse employment action affecting Employee.  
5 The Chairperson stated that the grievance appeared to involve an interpersonal  
6 disagreement rather than a grievable employment matter. He stated that the  
7 grievance process functioned as intended in Employee's case, and that Employee  
8 was afforded timely responses at every step.

9 2. Statements by Vice-Chairperson Anthony P. Benavente:

10 The Vice Chair stated that this was the first grievance he reviewed in which  
11 an employee filed a grievance against a supervisor based on an alleged offense rather  
12 than an identifiable violation of rule or policy. The Vice Chair stated that he looked  
13 through the documents and couldn't find any violation. The setting was the General  
14 Manager of the Port was communicating before a legislative committee regarding  
15 the operations of the Port. In that setting, it was the General Manager's  
16 responsibility to communicate operational issues with the legislature. The Vice  
17 Chair stated he could not connect the Employee's issue. The Vice Chair emphasized  
18 that the General Manager was acting within his authority when testifying before a  
19

1 legislative committee, and that Management must be able to discuss performance  
2 and operational accountability in official government proceedings.

3 The Vice Chair further stated that Employee's allegations of collusion by Human  
4 Resources and unfairness in the grievance process were unsupported and  
5 contradicted by the fact that Employee's grievance advanced through every required  
6 step, eventually coming before the Commission as the Rules require. The Vice Chair  
7 also noted that Employee admitted in his grievance filings that he did not attend or  
8 view the legislative hearing, at which Management's statement was made, prior to  
9 filing his grievance, and that Employee relied upon hearsay instead.

10  
11 3. Statements by Commissioner Cathy O. Catling:

12 Commissioner Catling stated that the General Manager's legislative  
13 testimony focused on operational performance and did not single out Employee or  
14 anyone in particular. She stated that the General Manager has the right and  
15 responsibility to speak truthfully about agency operations. Finally, Commissioner  
16 Catling stated she found no validity to the grievance.

17 //

18 //

19 //

20 **DECISION AND JUDGMENT**  
*Glenn Nelson vs. Port Authority of Guam*  
21 Grievance Appeal CSC Case No.: 25-GRE06

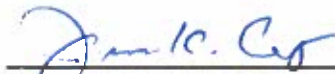
Page 7 of 9



1           2. All allegations raised by Employee of collusion, retaliation, and a  
2 climate of fear and intimidation by Management are rejected as unfounded and  
3 lacking in evidence;

4           3. This Decision and Judgment constitutes the final decision of the Civil  
5 Service Commission on this matter.

6           **SO ORDERED** this 12th of February, 2026.

7   
8 **JUAN K. CALVO**  
9 Chairman

  
**ANTHONY P. BENAVENTE**  
Vice Chairman

10   
**FRANCISCO T. GUERRERO**  
11 Commissioner

  
**CATHY O. CATLING**  
12 Commissioner

13   
**ROSE MARIE A. MORALES**  
14 Commissioner



I GOBIETNON GUAHAN  
**CIVIL SERVICE COMMISSION**  
*KUMISION I SETBISION SIBIT*

**BOARD MEETING MINUTES OF**  
**Thursday, January 20, 2026**

*The Civil Service Commission (CSC) convened on Tuesday, January 20, 2026 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

<b>Commissioners in attendance and constituting a quorum:</b>	<b>Others present were Civil Service Commission Employees:</b>
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	Audre DC King, Personnel Mgmt Analyst I
Francisco T. Guerrero, Commissioner	Cynthia K.M. Camacho, Personnel Mgmt Analyst II

**I. CALL TO ORDER:**

On Tuesday, January 20, 2026, at approximately 9:17 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:**

Michelle M. Camacho, et al, vs. Department of Education; Case No.: 25-GRE19

Chairman Calvo asked Attorney Wolff if Management/Superintendent from DOE will be present for the hearing. Attorney Wolff requested for a few minutes so he would contact the Superintendent's Office and will advise the Commissioners. Attorney Wolff informed the Commissioners that a Designee is on her way to the hearing.

Commissioner Benavente made a motion to go on the next item on the agenda with the concurrence of all the Commissioners, a vote of five (5) to zero (0).

A discussion ensued on whether the Commissioners should continue with the two (2) motions has on this Hearing; one is to consolidate and the other is to dismiss. After further discussion and with the guidance from Attorney Nishihira to the Commissioners, Commissioner Morales confirmed Attorney Matthew Wolff and Robert Koss if they had any objection to rescheduling the Hearing. Both parties agree; Hearing is re-scheduled for Thursday, February 5, 2026.

#### **IV. OLD BUSINESS:**

##### **1. Hearing on the Merits:**

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

Chairman Calvo asked the parties to introduce themselves:

Attorney James Canto, Counsel for Management, representing Management, Rory Respicio, General Manager, Port Authority of Guam and Attorney Christine Borja, Legal Counsel representing employee and Ms. Vivian Leon, employee.

Upon clarification on whether the Commissioners would be able to go through the Motions that were submitted, Attorney Nishihira provided guidance that this Hearing could be handled the same way it decided with DOE which is to re-schedule the Hearing, unless there are any opposition by either party.

Attorney Canto informed the Commissioner that the parties have come to an Agreement that to go forward with the merits will be unnecessary; it was agreed late in the day which is why they did not have time to notify the Commissioners in writing. The Agreement is that the employee will be allowed to retire, she will be withdrawing her appeal and dismissing her Whistleblower.

Attorney Borja asked to continue the status call and will keep the Commission inform until they finalize their written terms.

#### **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

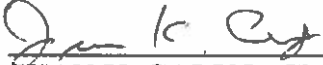
**VI. ADJOURNMENT:**

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 9:48 a.m. on Tuesday, January 20, 2026.**

**Submitted for Approval:**

  
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Evelyn SA Claros

**APPROVED:**

  
\_\_\_\_\_  
**JUAN K. CALVO, Chairman**  
Date: 2.19.26



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**CIVIL SERVICE COMMISSION**  
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**BOARD MEETING MINUTES OF**  
**Thursday, January 22, 2026**

*The Civil Service Commission (CSC) convened on Thursday, January 22, 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
Cathy O. Catling, Commissioner	Fred S. Nishihira, CSC Administrative Counsel
Francisco T. Guerrero, Commissioner	Cynthia K.M. Camacho, Personnel Mgmt Analyst II

**I. CALL TO ORDER:**

On Thursday, January 22, 2026, at approximately 9:45 a.m. Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

Chairman Calvo informed parties present that he would like to give the Commissioner at least five (5) more minutes to afford the Commission a quorum. He announced that the Commission will go on a five (5) minutes Recess.

Chairman Calvo called the Commission back into session.

Chairman Calvo informed that parties present that attempts were made by the CSC staff to contact the Commissioner, unfortunately, no response.

**II. GENERAL BUSINESS:**

1. Bills and Laws affecting CSC
2. Administrative Counsel Litigation Update

**3. Administrative Matters:**

(A) Board Training: Civil Service Commission Board Members


**III. ADJOURNMENT:**

Commissioner Catling made a motion to adjourn the meeting and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 9:58 a.m. on Thursday, January 22, 2026.**

**Submitted for Approval:**

  
\_\_\_\_\_  
Evelyn SA Claros

**APPROVED:**

  
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**JUAN K. CALVO, Chairman**  
Date: 2.19.26