

Re: Messages & Communications Doc. No. 38GL-26-1975 through 1984.

From Guam Legislature Clerks <clerks@guamlegislature.gov>  
 Date Fri 2/27/2026 8:24 AM  
 To 38th Committee On Rules <committeeronrules@guamlegislature.gov>  
 Cc Rennae Meno <rennae.meno@guamlegislature.gov>

Håfa Adai,

Received, and thank you.



**Elijah Untalan**  
**Clerks Office**

*I Mina'trentai Ocho na Liheślaturan Guåhan*

Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910  
 Voice: (671) 472-3465/3460 Fax: (671) 472-3524

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From: 38th Committee On Rules <committeeronrules@guamlegislature.gov>  
 Sent: Thursday, February 26, 2026 12:08 PM  
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>  
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>  
 Subject: Messages & Communications Doc. No. 38GL-26-1975 through 1984.

Håfa Adai Clerks Office,

Please see attached, Messages & Communications Doc. No. 38GL-26-1975 through 1984 for processing:

✓	38GL-26-1975	Judiciary of Guam	Guam Criminal Law and Procedure Review Commission 2025 4th Quarter Report*
✓	38GL-26-1976	Department of Public Health and Social Services	Guam Board of Examiners for Dentistry Regular Board Meeting Packet for February 18, 2026*
✓	38GL-26-1977	Civil Service Commission	Board Meeting Packet for February 24, 2026*
✓	38GL-26-1978	Department of Labor	Prior Years Obligations to pay Geographic Solutions, Inc. in the total amount of \$41,200.00; to pay Guam Capital Investment Corporation in the total amount of \$41,265.00; to pay Sanford Technology Group, LLC. in the amount of \$384.00; to pay Technology Faze in the total amount of \$298.00; to pay Xerox Corporation in the total amount of \$1,168.28.
✓	38GL-26-1979	Office of the Governor of Guam	Prior Years Obligation to pay Guam Home Center in the total amount of \$981.89*
✓	38GL-26-1980	Department of Public Health and Social Services	Medicaid and MIP Expenditure, and Demographics Report for FY2026-1st Quarter*
✓	38GL-26-1981	Guam Solid Waste Authority	Documents Relative to Small Purchases and Sole Source and Emergency Purchases for the month of January 2026*
✓	38GL-26-1982	Guam Housing Corporation	Unaudited Statement of Revenue and Expenditure Report for January 2026*
✓	38GL-26-1983	Bureau of Statistics and Plans	Petition for the Above Step Recruitment of Celia J. Anderson for Associate Economist*
✓	38GL-26-1984	Guam Memorial Hospital Authority	Notification of Temporary Assignment or Detail – Nadine Tricia T. Calvo, Guard Supervisor, 01/26/26.



*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 Liheślaturan Guåhan*

38<sup>th</sup> Guam Legislature

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**Messages and Communications 38GL-26-1977\***

2 messages

**Speaker Frank Blas Jr.** <speakerblas@guamlegislature.gov>  
To: 38th Committee On Rules <committeeonrules@guamlegislature.gov>, Sabrina Salas Matanane <office.senatorbri@guamlegislature.gov>

Tue, Feb 24, 2026 at 12:21 PM

*Håfa Adai,*

Please see attached M&amp;C Doc. No. 38GL-26-1977

38GL-26-1977	Civil Service Commission	Board Meeting Packet for February 24, 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](mailto:angielyn.pangelinan@csc.guam.gov)>

Date: Tue, Feb 24, 2026 at 10:14 AM



Subject: Civil Service Commission - Board Meeting of: Tuesday, February 24, 2026

To: Litigation Division <[civillitigation@oagguam.org](mailto:civillitigation@oagguam.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.****- Decision & Judgment for : Deborah Aflague Duenas vs. Guam Behavioral Health & Wellness Center; CSC23-AA03T**

Respectfully,  
Angielyn Pangelinan

**4 attachments** **AGENDA-FEBRUARY 24, 2026.pdf**  
53K **BOARD OF COMMISSIONERS ATTENDENCE ROSTER.pdf**  
69K **SIGNING FOR DEBORAH A. DUENAS vs. (GBHWC).pdf**  
201K **38GL-26-1977.pdf**  
1212K

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

Wed, Feb 25, 2026 at 8:59 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*

*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: Tuesday, February 24, 2026

2 messages

**Angielyn Pangelinan** <angielyn.pangelinan@csc.guam.gov> Tue, Feb 24, 2026 at 10:14 AM  
 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>

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- **Agenda.**
- **Decision & Judgment for : Deborah Aflague Duenas vs. Guam Behavioral Health & Wellness Center; CSC23-AA03T**

Respectfully,  
 Angielyn Pangelinan

Doc Type: 38GL-26-1977  
 OFFICE OF THE SPEAKER  
 FRANK F. BLAS, JR.  
 February 24, 2026  
 Time: 10:14 AM  
 Received: *PK*

### 3 attachments

- AGENDA-FEBRUARY 24, 2026.pdf**  
53K
- BOARD OF COMMISSIONERS ATTENDANCE ROSTER.pdf**  
69K
- SIGNING FOR DEBORAH A. DUENAS vs. (GBHWC).pdf**  
201K

**Speaker Frank Blas Jr.** <speakerblas@guamlegislature.gov> Tue, Feb 24, 2026 at 11:23 AM  
 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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# CIVIL SERVICE COMMISSION

Komisión I Setbisión Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobiernon Guahan



## BOARD MEETING AGENDA

Tuesday, February 24, 2026 at 9:00 A.M.

*(In Person & Livestream)*

### I. CALL TO ORDER.

### II. APPROVAL OF MINUTES: None.

### III. NEW BUSINESS: None.

### IV. OLD BUSINESS:

#### MOTION HEARING:

(1) 3 GFD Employees (J.J. Cruz, R.T. Candaso and J.A. Pangelinan) vs. Guam Fire Department; CSC 19-GRE01

#### MOTION HEARING:

(2) Civil Service Commission (Complainant: 3 GFD Employees) vs. Guam Fire Department; CSC 21-PA06


#### SIGNING: DECISION AND JUDGMENT:

(3) Deborah Aflague Duenas vs. Guam Behavioral Health & Wellness Center; CSC 23-AA03T

### 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.

  
Agenda approved by:  
Daniel D. Leon Guerrero, CSC Executive Director



**38GL-26-1977**  
Messages and Communications

**RECEIVED**  
COMMITTEE ON RULES  
February 24, 2026  
12:21 a.m.

*Marie Crisostomo*



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



**LOU A. LEON GUERRERO**

Governor

**JOSHUA TENORIO**

Lieutenant Governor

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 24, 2026
<b>Agency:</b>	Civil Service Commission (CSC)	<b>Location:</b>	CSC Board Hearing Room

COMMISSIONER	Title	SIGNATURE OF ATTENDANCE
<b>JUAN K. CALVO</b>	Chairman	
<b>ANTHONY P. BENAVENTE</b>	Vice Chairman	Not Present <sup>HP</sup>
<b>FRANCISCO T. GUERRERO</b>	Commissioner	
<b>CATHY O. CATLING</b>	Commissioner	
<b>ROSE MARIE A. MORALES</b>	Commissioner	

*For CSC Board Secretary only.*

<b>Call to Order:</b> (Meeting START Time)	9:09 ✓ ) A.M. / ( ) P.M.	<b>Adjourn:</b> (Meeting END Time)	9:42 ✓ ) A.M. / ( ) P.M.
---	--------------------------	---------------------------------------	--------------------------

Attendance given to the Administrative Services Office for processing of Board Stipends as of:	Signature for Board Stipends processing: 
--	--



BEFORE THE  
CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:  
DEBORAH AFLAGUE DUENAS,

Employee,

vs.

GUAM BEHAVIORAL HEALTH &  
WELLNESS CENTER,

Management.

ADVERSE ACTION APPEAL  
CASE NO.: 23-AA03T

DECISION AND JUDGMENT

This matter initially came before the Commission on October 22, 2024, at which time Management presented its witness and concluded its case-in-chief. The Hearing on the Merits was subsequently continued March 6, 2025, and again to January 13, 2026.

Commissioners present for the hearings on the merits were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Francisco T. Guererro, Commissioner Cathy O. Catling, and Commissioner Rose Marie Morales.

**DECISION AND JUDGMENT**

*Deborah Aflague Duenas vs. Guam Behavioral Health & Wellness Center*

Adverse Action Appeal Case No.: 23-AA03T

1 On March 6, 2025 the Commission voted 4 to 0 to continue the hearing following a  
2 joint request by the parties to allow for ongoing settlement negotiations.

### 3 **I. Procedural**

4 Employee was present with her legal counsel, Joshua D. Walsh. Attorney  
5 Phillip Torres represented Management, Mr. James P. Cooper-Nurse.

6 On January 13, 2026, the Employee commenced their case-in-chief by  
7 testifying before the Commissioners. Following the conclusion of all testimony, both  
8 parties presented closing arguments.

9 After a careful review of the facts and subsequent deliberation, the  
10 Commission determined that Management violated the 90-day rule established by 4  
11 **G.C.A. §4406.**

12 Consequently, pursuant to the law, the Commission finds the adverse action  
13 taken by Management to be void.

### 14 **II. JURISDICTION**

15 Jurisdiction of the Civil Service Commission is based on the Organic Act  
16 of Guam, 4 G.C.A. §4403(c) and the Department of Administration Personnel Rules  
17 and Regulations.

#### 18 **DECISION AND JUDGMENT**

19 *Deborah Aflague Duenas vs. Guam Behavioral Health  
& Wellness Center*

20 Adverse Action Appeal Case No.: 23-AA03T

1 **III. FINDINGS OF FACT**

2 1. Employee, Deborah Duenas, was subjected to an adverse action in  
3 the form of dismissal by Management of the Guam Behavioral Health and Wellness  
4 Center (GBHWC). The reasons for the dismissal included refusal or failure to  
5 perform prescribed duties and responsibilities, insubordination, and unauthorized  
6 absence.

7 2. Employee explained that her absence from the workplace was related  
8 to her attempts to access reasonable accommodations for her personal mental health  
9 diagnoses and a need for medical leave.

10 3. Employee was not provided an interactive process by the agency to  
11 address her accommodation requests or medical leave needs.

12 4. During direct examination by the Commissioners, Management's  
13 representative acknowledged that the final adverse action was issued based on alleged  
14 misconduct, including absences, occurring between January 1, 2022, and December  
15 28, 2022.

16 5. The final adverse action was issued on April 4, 2023.

17 6. Furthermore, on pages 5 and 6 of the Final Adverse Action,  
18 Management cites the specific circumstances purportedly warranting the charge of

19 **DECISION AND JUDGMENT**

20 *Deborah Aflague Duenas vs. Guam Behavioral Health  
& Wellness Center*

Adverse Action Appeal Case No.: 23-AA03T

1 unauthorized absence. This period of unauthorized absence allegedly occurring on  
2 December 28, 2022, and consisted of one or more previously scheduled workdays.

3 7. Under applicable Guam law (4 G.C.A. §4406), adverse actions must  
4 be initiated within ninety (90) days of the date of the alleged misconduct. The  
5 specific dates cited by the Management fall well beyond the statutory 90-day  
6 limitation period.

7 8. The Civil Service Commission, by a vote of 4 to 1, found that  
8 Management violated the 90-day statutory requirement governing the initiation of  
9 adverse actions. By failing to adhere to this mandatory timeline, Management  
10 exceeded its legal authority, thereby rendering Employee's dismissal procedurally  
11 defective.

#### 12 IV. CONCLUSIONS OF LAW

13 1. While the Commission concurs with the Employee that Management  
14 failed to engage in the requisite interactive process to evaluate reasonable  
15 accommodations for the Employee's documented medical and mental health needs,  
16 the Commission finds it unnecessary to reach the merits of these ultimate issues.

17 //

18 //

#### 19 DECISION AND JUDGMENT

Page 4 of 6

20 *Deborah Aflague Duenas vs. Guam Behavioral Health  
& Wellness Center*

Adverse Action Appeal Case No.: 23-AA03T

1           2.       That Management's dismissal of the Employee was procedurally  
2 defective as the alleged misconduct forming the basis for the adverse action occurred  
3 outside the statutory mandated 90-day period.

4           3.       Because the adverse action is void *ab initio* due to this statutory  
5 violation, Employee is entitled to full reinstatement, back pay, and reasonable  
6 attorneys' fees.

7           4.       The Commission's order is immediately enforceable, and  
8 noncompliance; notwithstanding any appeal, subjects the Director to personal fines  
9 under Guam law.

10                   **IT IS HEREBY ORDERED, ADJUDGED, AND DECREED:**

11           1.       The adverse action of dismissal is hereby vacated and rendered void.  
12 Management shall immediately reinstate the Employee to her former position as  
13 required by 4 G.C.A. §4406(g)(h).

14           2.       Management is further ordered to provide full restitution of back pay  
15 and to pay reasonable attorneys' fees incurred throughout this appeal.

16       //

17       //


18  
19           **DECISION AND JUDGMENT**

20           *Deborah Aflague Duenas vs. Guam Behavioral Health  
& Wellness Center*

Adverse Action Appeal Case No.: 23-AA03T

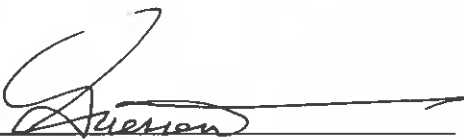
1           3. Compliance with this Order is mandatory. Any delay in  
2 implementation shall be subject to the imposition of personal fines against the  
3 Agency Director and his or her Deputy Director pursuant to applicable statutory  
4 authority.<sup>1</sup>

5                   **SO ORDERED** this 24th day of February, 2026.

7 

8 **JUAN K. CALVO**  
Chairman

8 **ANTHONY P. BENAVENTE**  
Vice Chairman

9 

10 **FRANCISCO T. GUERRERO**  
Commissioner

10 

11 **CATHY O. CATLING**  
Commissioner

12 

13 **ROSE MARIE A. MORALES**  
Commissioner

16 \_\_\_\_\_  
17 <sup>1</sup> Enforcement. Failure to adhere to a decision by the Commission to reinstate an employee shall result in reduction in  
18 salary by ten percent (10%) for the responsible **agency head and his deputy** from the date of the decision until the  
19 date of reinstatement in full compliance with the decision. The Commission may bring an action in the Superior Court  
20 to enforce the reinstatement of the employee and impose any appropriate penalties or remedies available at law or  
equity. (4 G.C.A. §4406(h))

19 **DECISION AND JUDGMENT**

*Deborah Aflague Duenas vs. Guam Behavioral Health  
& Wellness Center*

Adverse Action Appeal Case No.: 23-AA03T