

Re: Messages & Communications Doc. No. 38GL-26-2331 through 2335.

From Guam Legislature Clerks <clerks@guamlegislature.gov>  
Date Thu 5/14/2026 12:21 PM  
To 38th Committee On Rules <committeeonrules@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](http://guamlegislature.gov)

This message contains information which is confidential and privileged. Unless you are the intended recipient (or authorized to receive for the intended recipient), any unauthorized review, use, disclosure or distribution is strictly prohibited. If you have received this message in error, please contact the sender at [clerks@guamlegislature.gov](mailto:clerks@guamlegislature.gov) and destroy all copies of the message.  
Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>  
Sent: Wednesday, May 13, 2026 3:20 PM  
To: Guam Legislature Clerks <clerks@guamlegislature.gov>  
Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>  
Subject: Messages & Communications Doc. No. 38GL-26-2331 through 2335.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2331 through 2335** for processing:

✓	38GL-26-2331	Civil Service Commission	Board Meeting Packet for May 12, 2026*
✓	38GL-26-2332	Department of Public Health and Social Services	Guam Board of Barbering and Cosmetology Board Meeting Packet for May 4, 2026 and reconvened on May 11, 2026*
✓	38GL-26-2333	Office of the Governor of Guam	Prior Year Obligations to pay Monster Auto Corp. dba Guam Auto Spot in the total amount of \$841.08*
✓	38GL-26-2334	Office of Public Accountability - Guam	Acting Administrator Designation of Vincent Duenas, for the Office of Public Accountability from May 13, 2026 to May 20, 2026*
✓	38GL-26-2335	Mayors Council of Guam	Prior Years Obligations to pay Various Vendors in the total amount of \$78,384.92.*

Kindly reply to this email.



*Si Yu'os ma'åse'.*

**Kamarin J. A. Nelson**

Committee on Rules Director

**COMMITTEE ON RULES**

Vice Speaker V. Anthony Ada, Chairperson

*I Mina'trentai Ocho Na Liheslaturan Guåhan*

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

Disclaimer: The content of this email is intended for the person or entity to which it is addressed only. This email may contain confidential information. If you are not the person to whom this message is addressed, be aware that any use, reproduction, or distribution of this message is strictly prohibited. If you received this in error, please contact the sender at [committeeonrules@guamlegislature.gov](mailto:committeeonrules@guamlegislature.gov) and immediately delete this email and any attachments.



## Messages and Communications 38GL-26-2331\*

2 messages

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

Tue, May 12, 2026 at 4:07 PM

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-26-2331

38GL-26-2331	Civil Service Commission	Board Meeting Packet for May 12, 2026*
--------------	--------------------------	--

*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)

Electronic Privacy Notice: This e-mail and any attachment(s), contains information that is, or may be, covered by electronic communications privacy laws and legal privileges, and is also confidential and proprietary in nature. If you are not the intended recipient, please be advised that you are legally prohibited from retaining, using, copying, distributing, or otherwise disclosing the information in this e-mail or any attachment in any manner. Instead, please reply to the sender that you have received this communication in error, and then immediately delete it. Thank you in advance for your cooperation.

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

From: **Angielyn Pangelinan** <[angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)>

Date: Tue, May 12, 2026 at 3:09 PM

Subject: CIVIL SERVICE COMMISSION BOARD MEETING ( TUESDAY, MAY 12, 2026)

To: Litigation Division <[civillitigation@oagg.guam.org](mailto: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 Tuesday, May 12, 2026.

**- Commissioner Attendance Roster.**

**- Agenda.**

**- Board Meeting Minutes: January 29, 2026; February 3, 2026; February 5, 2026; February 12, 2026; February 17, 2026.**

**- Signings:**

- 1) Lynda B. vs. Department of Parks & Recreation; case no. 19-AA02T
- 2) Robert D. Tongson vs. Department of Revenue & Taxation; case no. 25-GRE02
- 3) Kristoffer Castro vs. Department of Agriculture; case no. 25-GRE27 (Decision & Order)
- 4) Kristoffer Castro vs. Department of Agriculture; case no. 25-GRE27 (Judgment of Dismissal)
- 5) 3 GFD Employees vs. Guam Fire Department; case no. 19-GRE01
- 6) CSC(Complainant: 3 Employees vs. Guam Fire Department
- 7) Mark T. Perez vs. Department of Correction; case no. 25-GRE09
- 8) Michelle M. Camacho, et al. vs. Department of Education; case no. 25-GRE19

*Si Yu-us Un Binendise,*



**Angielyn Pangelinan**

*Board Secretary,*

Civil Service Commission (CSC)

Bell Tower, Suite 201,

701 West Marine Corps Drive

Hagatna, Guam 96910

Office: (671) 647-1856/1855

Fax: (671) 647-1867

Website: [csc.guam.gov](http://csc.guam.gov)

Email: [angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)

\*Confidentiality Notice: This e-mail message is for sole use of intended recipient(s) and may contain confidential and privileged information.

Any unauthorized review, use, disclosure, distribution, or copying is prohibited. If you are not the intended recipient, please contact the sender

by replying to this e-mail and destroy or delete all copies of this e-mail message.”

---

**13 attachments**

 **AGENDA FOR 5-12-2026.pdf**  
77K

 **ATTENDANCE 5-12-2026.pdf**  
64K

 **POST AUDIT DLG VS GMH.pdf**  
52K


 **A.AGUON VS. DPR.pdf**  
100K

 **R.TONGSON VS. DRT.pdf**  
193K




 **K.CASTRO VS. DEPT.OF AGRICULTURE (D&O).pdf**  
186K

 **K.CASTRO VS. DEPT.OF AGRICULTURE (J&D).pdf**  
82K

 **3GFD VS. GFD (D&O).pdf**  
111K

 **3GFD VS. GFD .pdf**  
80K

 **MARK T. PEREZ ET AL VS. DOC.pdf**  
189K

-  **MICHELLE M. CAMCHO VS. GDOE.pdf**  
156K
-  **BOARD MEETING MINUTES000.pdf**  
293K
-  **38GL-26-2331.pdf**  
1763K

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

Wed, May 13, 2026 at 10:23 AM

*Håfa Adai,*

Received, and thank you



*Si Yu'os ma'åse',*

**Kamarin J. A. Nelson**

Committee on Rules Director

## **COMMITTEE ON RULES**

Vice Speaker V. Anthony Ada, Chairperson

*I Mina'trentai Ocho Na Liheslaturan Guåhan*

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

Disclaimer: The content of this email is intended for the person or entity to which it is addressed only. This email may contain confidential information. If you are not the person to whom this message is addressed, be aware that any use, reproduction, or distribution of this message is strictly prohibited. If you received this in error, please contact the sender at [committeeonrules@guamlegislature.gov](mailto:committeeonrules@guamlegislature.gov) and immediately delete this email and any attachments.

[Quoted text hidden]



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

## CIVIL SERVICE COMMISSION BOARD MEETING ( TUESDAY, MAY 12, 2026)

3 messages

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

Tue, May 12, 2026 at 3:08 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 Tuesday, May 12, 2026.

- **Commissioner Attendance Roster.**

- **Agenda.**

- **Board Meeting Minutes: January 29, 2026; February 3, 2026; February 5, 2026; February 12, 2026; February 17, 2026.**

- **Signings:**

- 1) Lynda B. vs. Department of Parks & Recreation; case no. 19-AA02T
- 2) Robert D. Tongson vs. Department of Revenue & Taxation; case no. 25-GRE02
- 3) Kristoffer Castro vs. Department of Agriculture; case no. 25-GRE27 (Decision & Order)
- 4) Kristoffer Castro vs. Department of Agriculture; case no. 25-GRE27 (Judgment of Dismissal)
- 5) 3 GFD Employees vs. Guam Fire Department; case no. 19-GRE01
- 6) CSC(Complainant: 3 Employees vs. Guam Fire Department
- 7) Mark T. Perez vs. Department of Correction; case no. 25-GRE09
- 8) Michelle M. Camacho, et al. vs. Department of Education; case no. 25-GRE19

*Si Yu-us Un Binendise,*



**Angielyn Pangelinan**

*Board Secretary,*

Civil Service Commission (CSC)

Bell Tower, Suite 201,

701 West Marine Corps Drive

Hagatna, Guam 96910

Office: (671) 647-1856/1855

Fax: (671) 647-1867

Website: [csc.guam.gov](http://csc.guam.gov)

Email: [angielyn.pangelinan@csc.guam.gov](mailto:angielyn.pangelinan@csc.guam.gov)

[csc.guam.gov](http://csc.guam.gov)

Doc Type: 38GL-26-2331  
OFFICE OF THE SPEAKER  
FRANK F. BLAS, JR.

May 12, 2026

Time: 3:08 PM

Received:



**38GL-26-2331**

Messages and Communications

RECEIVED

COMMITTEE ON RULES

May 12, 2026

4:07 p.m.

*Kamarin Nelson*












\*Confidentiality Notice: This e-mail message is for sole use of intended recipient(s) and may contain confidential and privileged information.

Any unauthorized review, use, disclosure, distribution, or copying is prohibited. If you are not the intended recipient, please contact the sender

by replying to this e-mail and destroy or delete all copies of this e-mail message.”

---

**12 attachments**

-  **AGENDA FOR 5-12-2026.pdf**  
77K
-  **ATTENDANCE 5-12-2026.pdf**  
64K
-  **POST AUDIT DLG VS GMH.pdf**  
52K
-  **A.AGUON VS. DPR.pdf**  
100K
-  **R.TONGSON VS. DRT.pdf**  
193K
-  **K.CASTRO VS. DEPT.OF AGRICULTURE (D&O).pdf**  
186K
-  **K.CASTRO VS. DEPT.OF AGRICULTURE (J&D).pdf**  
82K
-  **3GFD VS. GFD (D&O).pdf**  
111K
-  **3GFD VS. GFD .pdf**  
80K
-  **MARK T. PEREZ ET AL VS. DOC.pdf**  
189K
-  **MICHELLE M. CAMCHO VS. GDOE.pdf**  
156K

 **BOARD MEETING MINUTES000.pdf**  
293K

**Eliza G. Dames** <eliza.dames@guam.gov>

Tue, May 12, 2026 at 3:10 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>, "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>

Received, thank you.

[Quoted text hidden]

--



Eliza Dames  
Special Assistant  
Ricardo J. Bordallo Governor's Complex  
Office of the Governor  
Hagatna, Guam  
(671) 473-1104

CONFIDENTIALITY NOTICE: This email and any files transmitted with it may be legally privileged and confidential and is intended solely for the use of the individual or entity above. If you are not the intended recipient, you are hereby notified that any view, dissemination or copying of this email, or taking any action in reliance on the contents of this information is strictly prohibited. If you received this transmission in error, please notify us immediately by e-mail or telephone to arrange for the return of this email and any files to us or to verify it has been deleted from your system.

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

Tue, May 12, 2026 at 3:41 PM

To: "Eliza G. Dames" <eliza.dames@guam.gov>

Cc: Angielyn Pangelinan <angielyn.pangelinan@csc.guam.gov>, Litigation Division <civillitigation@oagguam.org>, "gll@guamlawlibrary.org" <gll@guamlawlibrary.org>, Office of Public Accountability <admin@guamopa.com>, "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>

Hâfa Adai,

Confirming receipt of your email.

*Si Yu'os Ma'âse'*

*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)

Electronic Privacy Notice: This e-mail and any attachment(s), contains information that is, or may be, covered by electronic communications privacy laws and legal privileges, and is also confidential and proprietary in nature. If you are not the intended recipient, please be advised that you are legally prohibited from retaining, using, copying, distributing, or otherwise disclosing the information in this e-mail or any attachment in any manner. Instead, please reply to the sender that you have received this communication in error, and then immediately delete it. Thank you in advance for your cooperation.

[Quoted text hidden]



**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**

<b>Subject:</b>	CSC BOARD MEETING	<b>Meeting Date:</b>	MAY 12, 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	
<b>CATHY O. CATLING</b>	Commissioner	
<b>ROSE MARIE A. MORALES</b>	Commissioner	
	Commissioner	

For CSC Board Secretary only.

<b>Call to Order:</b> (Meeting START Time)	9:04	<input checked="" type="checkbox"/> A.M. / ( ) P.M.	<b>Adjourn:</b> (Meeting END Time)	10:54	<input checked="" type="checkbox"/> A.M. / ( ) P.M.
---	------	---	---------------------------------------	-------	---

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

# CIVIL SERVICE COMMISSION

Komisión i Setbision Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

GOVERNMENT OF GUAM

I Gobiernon Guåhan



## **BOARD MEETING AGENDA**

Tuesday, May 12, 2026 at 9:00 A.M.

*(In Person & Livestream)*

- I. CALL TO ORDER.**
  
- II. APPROVAL OF MINUTES:** January 29, 2026; February 3, 2026; February 5, 2026; February 12, 2026; February 17, 2026
  
- III. NEW BUSINESS:**
  - 1) Motion Hearing**  
Armi Lynn R. Lujan vs. Department of Administration; Case No.: 25-AA10T
  
  - 2) Post Audit Staff Assessment Report Hearing**  
Daniel D. Leon Guerrero vs. Guam Memorial Hospital; Case No.: 26-PA01
  
- IV. OLD BUSINESS: SIGNINGS**
  - 2) DECISION & JUDGMENT -Mitigation Hearing:**  
Lynda B. Aguon vs. Department of Parks & Recreation; Case No.: 19-AA02T SP
  
  - 3) DECISION & JUDGMENT:**  
Robert D. Tongson vs. Department of Revenue & Taxation; Case No.: 25-GRE02
  
  - 4) DECISION & ORDER:**  
Kristoffer Castro vs. Department of Agriculture; Case No.: 25-GRE27
  
  - 5) JUDGMENT OF DISMISSAL:**  
Kristoffer Castro vs. Department of Agriculture; Case No.: 25-GRE27

**6) DECISION & ORDER:**

3 GFD Employees (J.J. Cruz; R.T. Candaso & J.A. Pangelinan) vs. Guam Fire Department; Case No.: 19-GRE01

**7) DECISION & JUDGMENT:**

Civil Service Commission (Complainant: 3 GFD Employees; (J.J. Cruz; R.T. Candaso & J.A. Pangelinan)) vs. Guam Fire Department; Case No.: 21-PA06

**10) DECISION & JUDGMENT:**

Mark T. Perez vs. Department of Correction; Case No.: 25-GRE09

**11) DECISION & ORDER**

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

**V. GENERAL BUSINESS: None.**

**VI. ADJOURNMENT.**



Agenda approved by:

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



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

**BOARD MEETING MINUTES OF**  
**Thursday, January 29, 2026**

*The Civil Service Commission (CSC) convened on Thursday, January 29, 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	Fred S. Nishihira, CSC Administrative Counsel
Anthony P. Benavente, Vice Chairman	Roland P. Fejarang, Personnel Mgmt. Administrator
Francisco T. Guerrero, Commissioner	Vickilynn C. Sablan, Personnel Mgmt. Analyst III
Cathy O. Catling, Commissioner	Cynthia Camacho, Personal Mgmt. Analyst II
Rose Marie Ayuyu Morales, Commissioner	

**I. CALL TO ORDER.**

On Thursday, January 29, 2026, at approximately 9:09 a.m., Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES:** None.

**III. NEW BUSINESS:** None.

**IV. OLD BUSINESS: Signings.**

**Judgment of Dismissal:**

Michael Ordonez vs. Department of Revenue & Taxation; CSC 24-GRE07

The Personnel Management Administrator, Roland Fejarang read the judgment of dismissal into record. By a vote of 5-0 the Commission approved the Judgment of Dismissal, without prejudice.

## **Mitigation Hearing (Continuation)**

### **Lynda B. Aguon vs. Department of Parks & Recreation; Case No.: 19-AA02T SP**

Present for Management was Joseph Arthur Guthrie, Chief Deputy Attorney General representing the Director of the Department of Parks and Recreation, Angel Sablan who was also in attendance. In addition, Attorney Micheal F. Philips represented employee Ms. Linda B. Aguon who was also in attendance.

Management raised a housekeeping matter that day hearing only be limited to mitigation damages owed to employee and that no attorney fees will be discussed, Employee counsel agreed and Commission voted 5-0 to only hear mitigation arguments regarding the employee compensation.

Management also raised another housekeeping matter regarding the acceptance of the late documents they filed, the Commission voted 5-0 to accept the late documents.

Attorney Guthrie Argued that the superior court ordered that backpay be figured, taking into account mitigating factors that affect the final amount of backpay, attorney Guthrie went on to explain what does he mean by mitigating factors and how the courts have long held that successful litigants and must seek employment to offset their backpay amount. Attorney Guthrie then explained that exhibit M1 form late documents, provides dollar amounts that would ultimately equate that the Department Parks and Recreation still owed employee \$ 45,398.43 dollars.

Attorney Michael Phillips then responded that his client, Linda Aguon was not owed any more monies from the government and that accepting Attorney Guthrie's argument and calculation of \$45,398.43 owed to the employee was not proper. Attorney Phillips argued that after Linda Aguon prevailed on appeal, the Department of Parks and Recreation did the right thing bringing her back to the Department of Parks Recreation, backed pay the employee whatever she owed. Attorney Phillips further argued State Historic Preservation Officer or Archeologist or similar jobs were not available for his client to apply for.

The Commission then asked many questions from both management and employee attorneys, then deliberated the mitigation damages matter in compliance with the SP0046-20 Court Order and voted 5-0 in favor of the employee and reminded attorney Phillips to prepare Decision and order and submit within 10 days.

## **V. GENERAL BUSINESS:**

- 1) Bills and Laws affecting CSC.**
- 2) Administration Counsel Litigation Update.**
- 3) Administrative Matters:**
  - (a) Board Training; Civil Service Commission Board Members.**

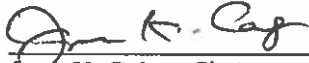
## **VI. ADJOURNMENT.**

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 10:33 a.m. on Thursday, January 29, 2026**

Submitted for Approval:

  
\_\_\_\_\_  
Angielyn Pangelinan

APPROVED:

  
\_\_\_\_\_  
Juan K. Calvo, *Chairman*

Date: 5.12.26



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

**BOARD MEETING MINUTES OF**  
**Tuesday, February 03, 2026**

*The Civil Service Commission (CSC) convened on Tuesday, February 03, 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	Fred S. Nishihira, CSC Administrative Counsel
Anthony P. Benavente, Vice Chairman	Roland P. Fejarang, Personnel Mgmt. Administrator
Francisco T. Guerrero, Commissioner	Vickilynn C. Sablan, Personnel Mgmt. Analyst III
Cathy O. Catling, Commissioner	Audre King, Personal Mgmt. Analyst I
Rose Marie Ayuyu Morales, Commissioner	

**I. CALL TO ORDER.**

On Tuesday, February 03, 2026, at approximately 9:10 a.m., Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES:** January 13, 2026; January 15, 2026

The minutes of January 13, 2026; January 15, 2026 were approved by Chairman Juan K. Calvo, with the concurrence of all other Commissioners.

**III. NEW BUSINESS:**

**1) Motion Hearing.**

Kristoffer Castro vs. Department of Agriculture; Case No.: 25-GRE27

Present for Management was Director, Chelsa Muna (Department of Agriculture). In addition to, Robert Koss Lay Representative of the Guam Federation of Teachers (GFT), was present to represent employee Mr. Castro who was also present.

Management motion to dismiss (**Lack of Jurisdiction / Failure to Exhaust Administrative Remedies / Non-Appealable Matter**)

Employee opposition to management’s motion to dismiss.

Chairman Mr. Calvo motioned to **deny Management's motion**, and the Commission voted **5-0** in favor of the denial.

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

##### **Decision & Judgment:**

- 1) Sonia R. Pablo vs. Department of Education; Case No.: 23-GRE15

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (**Decision & Judgment**) into the record. Commissioners voted a 4 to 0, it is hereby ordered, adjudged, and decreed: the grievance of Sonia R. Pablo granted in full.

##### **Judgment Of Dismissal:**

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

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (*Judgment of Dismissal*) into the record. Chairman Juan K. Calvo, proposed the approval of the aforementioned signings, and all other Commissioner concurred.

##### **Decision & Judgment:**

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

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (Decision & Judgment) into record. Chairman Juan K. Calvo, proposed the approval of the said signing above, followed with all commissioner concurred.

#### **V. GENERAL BUSINESS:**

- 1) **Bills and Laws affecting CSC.**
- 2) **Administration Counsel Litigation Update.**
- 3) **Administrative Matters:**
  - (a) **Board Training; Civil Service Commission Board Members.**


#### **VI. ADJOURNMENT.**

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 10:13 a.m. on Tuesday, February 03, 2026.**

Submitted for Approval:

  
Angielyn Pangelinan

APPROVED:

  
Juan K. Calvo, Chairman

Date: 5.12.26



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



**BOARD MEETING MINUTES OF**  
**Thursday, February 05, 2026**

*The Civil Service Commission (CSC) convened on Tuesday, February 03, 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</b>
	<b>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
Francisco T. Guerrero, Commissioner	Roland Fejarang, Personnel Mgmt. Administrator
Cathy O. Catling, Commissioner	Audre King, Personnel Mgmt. Analyst I
	Cynthia Camach, Personnel Mgmt. Analyst II

**I. CALL TO ORDER.**

On **Thursday, February 05, 2026**, at approximately **9:10 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES:** None.

**III. NEW BUSINESS:**

**1) Motion Hearing.**

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

Present for Management were Franklin P. Leon Guerrero, Deputy Superintendent of Finance and Administrative Service for the Guam Department of Education, and legal counsel Matthew E. Wolff. The employees were represented by Robert Koss from GFT, alongside Michelle M. Camacho, Rose Marie Mebdiola, Shannon B. Esplana, Stephani Chargualaf, Sean Rupley, Christopher Surla, Ana Aguon, Rhea Taitano, Joshua Blas, Shandice Calano, Angela Mendiola, Margaret Artero, and Dora Siguenza. (Names mentioned and put on record, as consolidation due to reflecting the same kind of grievance appeal.)

Management motion to diss miss over lack of **Authority, and Jurisdiction**.

Employee’s opposition to management’s motion to dismiss.

After both parties presented their arguments, **Chairman Mr. Calvo** had explained in great detail of why **CSC** is justified to have jurisdiction in this case: Michelle M. Camacho vs. **GDOE**. Chairman Mr. Calvo then motioned to

deny management to go forward with a hearing on the merit, Commissioner Ms. Catling 2<sup>nd</sup> the motion, followed with Vice Chairman Mr. Benavente explaining he agreed with management motion due to it is a classification issue and therefore we do not have jurisdiction. Chairman Mr. Calvo then explained more in detail once again to why CSC has the jurisdiction to move forward to deny management motion, and to hear merits from employees, and the commissioner voted 3-1 in favor in employees. Chairman Mr. Calvo stated to Mr. Koss to prepare the draft for decision of Commissioners, and schedule a hearing in matter.

#### IV. OLD BUSINESS: Signings.

##### Decision & Judgment:

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

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (**Judgment of Dismissal**) into the record. Chairmen Juan K. Calvo, proposed the approval of aforementioned signing, and all other Commissioners concurred.

#### V. GENERAL BUSINESS:

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

#### VI. ADJOURNMENT.

Chairman Juan K. Calvo proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting concluded at approximately 10:33 a.m. on Thursday, February 05, 2026.

Submitted for Approval:  
  
Angielyn Pangelinan

##### APPROVED:

  
\_\_\_\_\_  
Juan K. Calvo, Chairman

Date: 5.12.26



I GOBIETNON GUAHAN

CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Thursday, February 12, 2026

The Civil Service Commission (CSC) convened on Thursday, February 12, 2026 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.

Table with 2 columns: Commissioners in attendance and constituting a quorum; Others present were Civil Service Commission Employees. Lists names and titles of attendees.

I. CALL TO ORDER.

On Thursday, February 12, 2026, at approximately 9:19 a.m., Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: January 20, 2026; January 22, 2026.

The minutes for January 20, 2026; January 22, 2026 moved for approval by Chairman Mr. Calvo, with the concurrence of all other commissioners.

III. NEW BUSINESS:

1) Motion Hearing.

Maria L.S. Apuron vs. Office of the Attorney General; Case No. CSC 25-GRE-28

Representing Management were Legal Counsel Lee Miller, Deputy Attorney General of Guam, and Joseph Guthrie, Chief Deputy Attorney General of Guam. The employee Ms. Maria L.S. Apuron, represented herself.

Chairman Mr. Calvo and Commissioners motioned to excuse all witness for the grievance hearing for Ms. Apuron vs. Office of the Attorney General (OAG).

Employee Ms. Apuron filed a grievance (25-GRE28) against management concerning compensation for her detailed position as Chief Investigator.

The Commission voted 5-0 not to hear the parties' oral arguments and have witnesses for the hearing, the grievance packet will be used instead. Consequently, the Commission voted 5-0 to direct the parties to settle and submit the settlement to the Commission within 2 weeks. Advised scheduling a status conference (SC) in 30 days as a control date.

#### IV. OLD BUSINESS: Signings.

##### Decision & Judgment:

1) Joshua R. James vs. Guam Solid Waste Authority; Case No. 25-AA06S

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission, read the above signing (**Judgment of Dismissal**) into the record. Chairman Juan K. Calvo motioned to approve of the aforementioned signing, and all commissioners concurred.

2) Glenn Nelson vs. Port Authority of Guam; Case No. 25-GRE-06

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission, read the above signing (**Judgment of Dismissal**) into the record. Vice Chairman Anthony P. Benavente motioned to approve of the aforementioned signing, and all commissioners concurred.

#### V. GENERAL BUSINESS:

- 1) Bills and Laws affecting CSC.
- 2) Administration Counsel Litigation Update.
- 3) Administrative Matters:

(a) **Resolution: Adoption of Proposed Post Audit Rules & Regulation to Begin the Administrative Adjudication Act Process.** (Was presented by Xanthus Manglona, Fred S. Nishihira, CSC Administrative Counsel, Roland Fejarang, Personnel Management Administrator)

#### VI. ADJOURNMENT.

Commissioner Rose Marie Ayuyu Morales motioned that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting concluded at approximately 10:33 a.m. on Thursday, February 12, 2026.

Submitted for Approval:

  
Angielyn Pangelinan

APPROVED:

  
Juan K. Calvo, Chairman

Date: 5.12.26



I GOBIETNON GUĀHAN  
 CIVIL SERVICE COMMISSION  
 KUMISION I SETBISION SIBIT

**BOARD MEETING MINUTES OF  
Tuesday, February 17, 2026**

*The Civil Service Commission (CSC) convened on Tuesday, February 17, 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
Francisco T. Guerrero, Commissioner	Roland Fejarang, Personnel Mgmt. Administrator
Cathy O. Catling, Commissioner	Maria Masnayon, Personnel Mgmt. Analyst III
	Audre King Personnel Mgmt. Analyst I

**I. CALL TO ORDER.**

On Tuesday, February 17, 2026, at approximately 9:12 a.m., Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES: January 27, 2026.**

The minutes for January 27, 2026 were approved by Chairman Mr. Calvo, with the concurrence of all other commissioners.

**III. NEW BUSINESS:**

**1) Grievance Hearing.**

**Mark T. Perez, et al vs. Department of Corrections; CSC 25-GRE09**

**Management Representation (Department of Corrections):**

**Jason M. Carpo:** Legal Counsel/Lay Representative from the Office of the Attorney General of Guam.

**Fred Bordallo Jr.:** Director of the Guam Department of Corrections.

**Employee Representation (Grievant):**

**Robert Koss:** Lay Representative from the Guam Federation of Teachers (GFT).

**Employees Represented:** Mark T. Perez, Linda A. Charfauos, Rodrigo B. Herradura, Nora S.N. Cadag, Marie E. Toves, and Steve Kim.

**Management's Position:**

Representatives for the Director of Corrections formally stated that the **CIPD** cannot be applied to **Correction Social Workers** due to **budgetary constraints**.

The Grievant (Correction Social Workers) allege the **discriminatory application** of the **Corrections Income Pay Differential (CIPD)**. They contend that management has unfairly limited this pay incentive to **Correction Officers**, despite Social Workers performing essential duties within the same **high-risk prison environments**, including housing units and prisoner treatment areas. The employees seek **equitable application** of the CIPD based on their shared exposure to the correctional environment.

Management Counsel attempted to submit a supplemental document for the record. **Vice Chairman Mr. Benavente** moved to **reject the document**, noting it was filed late and violated the 7-to-9-day filing requirement. The motion to exclude the document was **concurred by all other Commissioners**, and the document was not admitted into evidence.

In **Case No. 25-GRE09**, Chairman Calvo's motion to deny the grievance on jurisdictional grounds (4 to 0) marks a significant procedural shift. The Commission has determined that the dispute over the **Corrections Income Pay Differential (CIPD)** is a **classification issue** rather than a standard grievance.

**IV. OLD BUSINESS: None.**

**V. GENERAL BUSINESS:**

- 1) **Bills and Laws affecting CSC.**
- 2) **Administration Counsel Litigation Update.**
- 3) **Administrative Matters:**
  - (a) Board Training; Civil Service Commission Board Members.

**VI. ADJOURNMENT.**

Vice Chairman Mr. Benavente proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 09:48 a.m. on Tuesday, February 17, 2026.**

Submitted for Approval:

  
\_\_\_\_\_  
Angielyn Pangelinan,  
Board Secretary

APPROVED:

  
\_\_\_\_\_  
Juan K. Calvo, Chairman

Date: 5.12.26



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:  
LYNDA B. AGUON,

Employee,

vs.

DEPARTMENT OF PARKS &  
RECREATION,

Management.

ADVERSE ACTION APPEAL  
CASE NO.: 19-AA02T SP

DECISION AND JUDGMENT  
Mitigation Hearing

INTRODUCTION

This matter came before the Civil Service Commission ("Commission") on January 29, 2026 for a Mitigation Hearing as Ordered by the Honorable Judge, John C. Terlaje, Superior Court Case No. SP00465-20.

The Commissioners present at the hearing included John K. Calvo, Chairman; Anthony P. Benavente, Vice Chairman; Commissioner Francisco T. Guerrero; Commissioner Cathy O. Catling, and Commissioner Rose Marie Morales.

**DECISION AND JUDGMENT; MITIGATION HEARING**  
*Lynda B. Aguon vs. Department of Parks & Recreation*  
Adverse Action Appeal CSC Case No.: 19-AA02 SP

Page 1 of 4

1 Present for the hearing were Attorney Michael F. Phillips on behalf of  
2 Employee, Lynda B. Aguon, who was present, and Chief Deputy Attorney General  
3 Joseph Guthrie on behalf of Management, with Department of Parks and  
4 Recreation, Director, Angel Santos who was also in attendance.

### 5 JURISDICTION

6 Jurisdiction of the Civil Service Commission is based on the Organic Act  
7 of Guam at 4GCA 4401 et seq. and relevant personnel rules and regulations and the  
8 Courts Order to conduct a Mitigation Hearing as Ordered by the Court.

### 9 DISCUSSION

10 Management raised a housekeeping matter that the hearing be limited to  
11 mitigation damages owed to Employee and no attorney fees will be discussed.  
12 Employee's counsel agreed and the Commission voted 5 to 0 to only hear mitigation  
13 arguments regarding the Employee's compensation.

14 Management raised another housekeeping matter regarding the acceptance  
15 of the late documents they filed, the Commission voted 5 to 0 to accept the late  
16 documents.

17 Management argued that the Superior Court ordered that backpay take into  
18 account mitigating factors that affect the final amount of backpay issued. Attorney  
19 Guthrie stated the courts have long held that successful litigants must seek

1 employment to offset their backpay amount. Attorney Guthrie explained that  
2 Exhibit M1, of the late documents filed, provides dollar amounts that would  
3 ultimately equate that the Department Parks and Recreation still owed Employee  
4 \$45,398.43 dollars.

5 Employee responded that his client, Linda Aguon was not owed any monies  
6 and accepting Management's argument and calculation of \$45,398.43 owed to  
7 Employee was not proper. Employee stated that after Linda Aguon prevailed on  
8 her appeal, the Department of Parks and Recreation did the right thing bringing her  
9 back to Department of Parks Recreation, and back paid the Employee whatever she  
10 was owed. Attorney Phillips further argued that the State Historic Preservation  
11 Officer or Archeologist or similar jobs were not available for his client to apply for.

## 12 RULING

13 The Commission then asked questions from both Management and Employee  
14 representatives, then deliberated on the mitigation damages matter in compliance  
15 with the SP0046-20 Court Order and voted 5 to 0 in favor of Employee.

16 1. Employee prevailed in her adverse action case before the Civil Service  
17 Commission.

18 2. The Department of Parks and Recreation, honored the Commission's  
19 reinstatement order and compensated Employee for back pay.

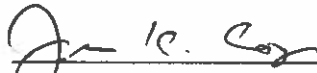
1 3. Employee and Retirement Fund paid the Department's share of retirement  
2 contributions, and no further back pay is owed.

3 4. Employee did not commence retirement until after her case was  
4 completed before the Civil Service Commission and after her reinstatement.

5 5. Employee did not receive any retirement benefits that would offset the  
6 payment already made to her for back pay until the time that she returned to work  
7 at the direction of the Civil Service Commission and Guam law.

8 6. Employee retired after she had received back pay and returned to work  
9 with the Department.

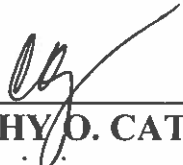
10 **SO ORDERED** this 12th day of May, 2026.

11 

12 **JUAN K. CALVO**  
Chairman

11 

12 **ANTHONY P. BENAVENTE**  
Vice Chairman

13 

14 **CATHY O. CATLING**  
Commissioner

13 

14 **ROSE MARIE A. MORALES**  
Commissioner



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



**IN THE MATTER OF:**

**ROBERT D. TONGSON,**

**Employee,**

**vs.**

**DEPARTMENT OF REVENUE  
AND TAXATION,**

**Management.**

**GRIEVANCE APPEAL  
CASE NO.: 25-GRE02**

**DECISION AND JUDGMENT**

**I. INTRODUCTION**

This matter comes before the Civil Service Commission (hereinafter, "the Commission") on January 15 and 27, 2026 for a merit hearing regarding a grievance filed by Robert D. Tongson (hereinafter, "Employee") against the Department of Revenue and Taxation (hereinafter, "DRT"). The grievance concerns the denial of several leave-sharing applications by the Department of Administration (hereinafter,

**DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

**Page 1 of 9**

1 “DOA”). The Employee seeks approval for all seven (7) leave-sharing applications  
2 submitted for the period of August 1, 2024, to December 11, 2024.

3 The Commissioners present included Juan K. Calvo, Chairman; Anthony P.  
4 Benavente, Vice-Chairman; Commissioner Cathy O. Catling; Commissioner Rose  
5 Marie Morales; and Commissioner Francisco T. Guerrero who was absent on the  
6 second day of the hearing.

7 Present for the hearing were DRT Director Marie P. Lizama and Attorney  
8 Rebecca M.P. Copper representing Management. Robert E. Koss appeared as the lay  
9 representative for the Employee who was also present.

## 10 **II. JURISDICTION**

11 The Civil Service Commission has jurisdiction to hear grievance appeals of  
12 employees of the government of Guam based on the Organic Act of Guam, 4 G.C.A.  
13 §4403(c) and relevant portions of Government of Guam Personnel Rules and  
14 Regulations.

## 15 **III. FINDINGS OF FACT**

16 1. The Department of Administration is the agency responsible for  
17 implementing the leave-sharing program and paying line-agency employees including  
18 the Grievant. DRT is a line-agency.  
19

## 20 **DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

**Page 2 of 9**

1           2. It is undisputed that Employee suffered a severe medical condition  
2 requiring six (6) months of treatment, including extended off-island care. This fact  
3 was confirmed by Management and Management’s witness, Kathy Diaz.

4           3. Kathy Diaz, ERMO, is the designated DOA employee responsible for the  
5 processing of the leave-sharing program.

6           4. Kathy Diaz testified that Employee’s request for leave-sharing was  
7 previously approved and processed for the months of May, June, and July of 2024.

8           5. The Employee submitted leave-sharing applications for the following  
9 periods:

- 10           August 1, 2024, to August 28, 2024
- 11           August 29, 2024, to September 12, 2024
- 12           September 13, 2024, to September 26, 2024
- 13           September 27, 2024, to October 10, 2024
- 14           October 11, 2024, to October 24, 2024
- 15           October 25, 2024, to November 11, 2024
- 16           November 12, 2024, to December 11, 2024

17           6. All seven (7) applications were submitted in a timely manner to DOA.

18           7. Of the seven (7) applications submitted, only the application covering the  
19 periods from September 13, 2024, to October 24, 2024, was approved by DOA.

20           8. DOA denied the remaining leave-sharing applications, citing several  
administrative issues. Specifically, applications failed to reach the EMRO Division,

**DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

1 contained incomplete leave request forms or supporting documents and lacked  
2 required director signatures or explicit end dates.

3 9. EMRO testified that if the leave-sharing application were completed they  
4 would process the leave request.

5 10. EMRO stated that she would process the leave-sharing if a completed  
6 request was submitted “today”.

7 11. Management does not dispute the Employee’s grievance and concurs with  
8 the requested remedy—that the Employee’s leave-sharing be approved and payments  
9 processed for the pay periods in which leave-sharing was denied.

10 12. Employee filed a grievance challenging the denial of leave-sharing.

11 A hearing was conducted by the Commission on January 15 and 27, 2026.

12 Both parties presented their arguments and DOA employee Kathy Diaz was called to  
13 explain why the leave-sharing for Employee was denied.

14 13. During the hearing, it was established that the Employee had diligently  
15 followed all procedural requirements for submitting the leave-sharing forms,  
16 including securing a leave donor and timely submission of the leave request.

17 14. The hearing established that the donor had sufficient leave at the time of  
18 submission, as certified by the payroll officer; however, the donor has since retired or  
19 resigned.

20 **DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

1           15. The Commission found that the "technicalities" cited by DOA for denying  
2 the applications were administrative oversights that should have been addressed by,  
3 DRT and DOA during the processing of the leave applications, rather than serving as  
4 grounds for an outright denial. The Commission noted that the purpose of such  
5 administrative processes is to facilitate, not impede, legitimate employee benefits,  
6 especially in times of severe medical need.

7           16. The Commission finds that the spirit and intent of the leave-sharing policy  
8 are to provide critical support to employees facing serious medical crises, as opposed  
9 pointing fingers at each other. Minor administrative deficiencies should not prejudice  
10 an employee's access to sick leave when he is off-Island getting treatment.

11           17. The Commission finds a significant lack of coordination between DRT and  
12 DOA, determining that both agencies must improve communication to prevent  
13 bureaucratic delays in processing legitimate sick leave. This issue could be easily  
14 resolved if the agencies moved beyond emails and texts to engage in direct,  
15 collaborative problem-solving.

16           18. Finally, the Commission noted that this grievance could have been  
17 resolved had DOA convened a Step 4 grievance committee. It is concerning that DOA  
18 took no action, particularly since a DOA payroll officer had already certified the leave  
19 and Management had agreed to the payment.

20           **DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

1 **IV. ANALYSIS**

2 The core of this grievance centers on whether the DOA's denial of the  
3 Employee's leave-sharing applications based on "technicalities" was appropriate,  
4 given the Employee's severe medical condition and timely submission.

5 The Commission considered the arguments presented by the Employee and  
6 Management as well as testimony from the DOA employee responsible for the leave-  
7 sharing program. Employee demonstrated that he had fulfilled his obligations by  
8 submitting the applications promptly and in good faith. The "technicalities" cited by  
9 DOA missing director's signatures or lacking explicit ending date were identified as  
10 administrative processing issues rather than fundamental flaws in the Employee's  
11 entitlement or application.

12 The Commission emphasizes that administrative bodies, such as DOA and  
13 DRT, have an affirmative duty to assist applicants in navigating bureaucratic  
14 processes, especially when an employee's well-being is at stake. The denial of leave-  
15 sharing applications on grounds that could have been easily remedied between the two  
16 agencies.

17 The principle of substantial compliance is particularly relevant here. The  
18 Employee's actions clearly conveyed his need for leave and his request for shared  
19 leave. The missing signatures or specific end dates, while procedural requirements, do

20 **DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

1 not negate the underlying validity of the request or the Employee's eligibility for the  
2 benefit. The Commission found that DOA's strict adherence to these technicalities, to  
3 the detriment of an employee facing a severe medical crisis, was inconsistent with the  
4 humanitarian purpose of the leave-sharing program and the principles of fair  
5 administrative practice.

6 The Commission's role is to ensure that administrative actions are fair,  
7 reasonable, and in accordance with the law and established policy. In this instance,  
8 both agencies' actions fell short of these standards. The Commission concluded that  
9 the "technicalities" were indeed matters that should have been handled by the agencies  
10 during the processing of the leave-share applications, by seeking clarification or  
11 requiring minor amendments, rather than outright denial.

## 12 V. CONCLUSION

13 Based on the findings of fact and the analysis of applicable law and policy, the  
14 Commission concludes that the Employee's grievance is meritorious. The denial of  
15 the leave-sharing applications due to minor administrative technicalities, which could  
16 and should have been addressed during the processing phase is therefore overturned.

17 //

18 //

19 //

## 20 DECISION AND JUDGMENT

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

**Page 7 of 9**

1 **VI. JUDGMENT**

2 WHEREFORE, after a hearing on the merits and a review of the evidence and  
3 testimony presented, the Civil Service Commission hereby rules unanimously by vote  
4 of 4 to 0 in favor of Employee.

5 IT IS HEREBY ORDERED AND ADJUDGED THAT:

6 The grievance filed by Employee is GRANTED. The Department of  
7 Administration and DRT shall immediately APPROVE the leave-sharing applications  
8 submitted by Robert D. Tongson for the periods:

9 August 1, 2024, to August 28, 2024  
10 August 29, 2024, to September 12, 2024  
11 October 25, 2024, to November 11, 2024  
12 November 12, 2024, to December 11, 2024

13 1. Employee shall ensure that any remaining required information is provided  
14 within ten (10) business days of a request by the DOA or DRT.

15 2. **Approval of Leave:** The Department of Administration (DOA) and the  
16 Department of Revenue and Taxation (DRT) shall immediately approve the  
17 previously denied leave-sharing applications covering the periods of August 1, 2024,  
18 through December 11, 2024.

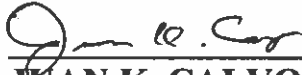
19 3. **Payments:** DOA shall calculate and process the payment of donated leave  
20 for the specified periods to Employee.

**DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

1           4.   **Administrative Correction:** DRT and DOA are directed to coordinate the  
2 signing of any outstanding "technical" documents to ensure the file is administratively  
3 complete, without further prejudice to the Employee.

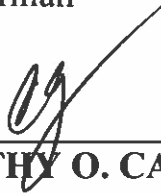
4           **SO ORDERED** this 12th day of May, 2026.

5 

6 **JUAN K. CALVO**  
7 Chairman

8 

9 **ANTHONY P. BENAVENTE**  
10 Vice Chairman

11 

12 **CATHY O. CATLING**  
13 Commissioner

14 

15 **ROSE MARIE A. MORALES**  
16 Commissioner

17  
18  
19  
20 **DECISION AND JUDGMENT**

*Robert D. Tongson vs. Department of Revenue & Taxation*  
Grievance Appeal Case No.: 25-GRE02

**Page 9 of 9**



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

**IN THE MATTER OF:  
KRISTOFFER CASTRO,**

**Employee,**

**vs.**

**DEPARTMENT OF  
AGRICULTURE,**

**Management.**

**GRIEVANCE APPEAL  
CASE NO.: 25-GRE27**

**DECISION AND ORDER**

This matter came before the Civil Service Commission (hereinafter, "the Commission") on February 3, 2026 for a hearing on a Motion to Dismiss filed by Management.

The Commissioners present at the hearing included John K. Calvo, Chairman; Anthony P. Benavente, Vice Chairman; Commissioner Cathy O. Catling; Commissioner Rose Marie Morales; and Commissioner Francisco T. Guerrero.

**DECISION AND ORDER**

*Kristoffer Castro vs. Department of Agriculture*  
Grievance Appeal Case No.: 25-GRE27

**Page 1 of 6**



1 **III. FINDINGS OF FACT**

2 The Commission finds the following facts to be supported by the  
3 record:

4 1. The Employee timely filed a formal grievance after failing to  
5 receive an overdue salary increment.

6 2. Management filed a Motion to Dismiss, arguing that under the  
7 Department of Administration (DOA) Personnel Rules and Regulations,  
8 performance evaluation ratings are generally not grievable to the Commission,  
9 and thus the Commission lacks jurisdiction.

10 3. Employee was not grieving his performance rating rather he  
11 was grieving that the increment was not implemented.

12 4. The Employee provided a copy of the original grievance,  
13 which stated that he was grieving the failure of Management to process and  
14 grant the corresponding salary increment.

15 5. The Employee cited a violation of 4 GCA § 6202, which  
16 entitles an employee to a one-step increment upon satisfactory performance.

17 6. The DOA Personnel Rules and Regulations define a grievance  
18 as any matter of concern or dissatisfaction regarding an employee's conditions  
19 of employment, including the application of personnel statutes.

1 **IV. DISCUSSION**

2 The Commission may grant a Motion to Dismiss for lack of  
3 jurisdiction in a grievance case if the underlying issue is specifically barred by  
4 Personnel Rules and Regulations. Department of Administration Personnel  
5 Rules and Regulations (DOAPRR), Rule 12.301 excludes eight (8) actions by  
6 the government that are not grievable. Management specifically relies on  
7 DOAPRR 12.301(H) which excludes appeals of “performance evaluations”  
8 from the grievance process.

9 In the case at hand, Employee is not disputing or appealing his  
10 performance rating, he is appealing the alleged failure to process his  
11 performance rating and granting of an increment.

12 Management did not prove that this is a performance evaluation  
13 appeal as opposed to the processing of a performance evaluation and therefore  
14 this grievance should be scheduled for a merit hearing.

15 Management’s primary contention was that the Employee was  
16 attempting to appeal a performance rating. However, the arguments and  
17 evidence presented—specifically the grievance form itself—contradicts this

18 //

19 //

20 **DECISION AND ORDER**

*Kristoffer Castro vs. Department of Agriculture*  
Grievance Appeal Case No.: 25-GRE27

1 claim. The Employee is not seeking to change his rating; rather, he is seeking  
2 the financial benefit that the law attaches to that rating.

3 The Commission notes that 4 GCA § 6202 creates a ministerial duty for  
4 Management to grant increments once a satisfactory rating is achieved. The  
5 alleged failure to act on this for nearly two years may constitute a  
6 "misapplication of a statute," which fits within the definition of a grievance  
7 under the DOA Personnel Rules 12.100. Employee is alleging  
8 Management's failure to implement an increment and therefore the  
9 Commission has jurisdiction to hear the merits of the case.

#### 10 **V. CONCLUSION and ORDER**

11 After a thorough review of the written pleadings and hearing oral  
12 arguments from both parties, the Commission evaluated whether the matter  
13 was a non-grievable performance evaluation issue or a grievable  
14 implementation of increment issue.

15 By a unanimous vote of **5 to 0**, the Commission found that the  
16 Employee's claims regarding the implementation of a salary increment  
17 reached the level of a grievable dispute. Therefore:

18 //

19  
20 **DECISION AND ORDER**  
*Kristoffer Castro vs. Department of Agriculture*  
Grievance Appeal Case No.: 25-GRE27

**Page 5 of 6**

- 1           1.       Management’s Motion to Dismiss is DENIED.
- 2           2.       The Commission affirms its jurisdiction over the matter.
- 3           3.       The case shall be scheduled for a Hearing on the Merits to
- 4 determine the facts of the alleged violation.


5                   **SO ORDERED** this 12th day of May, 2026.

6

7   
\_\_\_\_\_  
**JUAN K. CALVO**  
Chairman

8   
\_\_\_\_\_  
**ANTHONY P. BENAVENTE**  
Vice Chairman

9   
\_\_\_\_\_  
**CATHY O. CATLING**  
Commissioner

10   
\_\_\_\_\_  
**ROSE MARIE A. MORALES**  
Commissioner



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:  
KRISTOFFER CASTRO,

Employee,  
vs.

DEPARTMENT OF AGRICULTURE,  
Management.


GRIEVANCE APPEAL  
CASE NO.: 25-GRE27

JUDGMENT OF DISMISSAL

The Civil Service Commission hereby dismisses the above captioned case without prejudice pursuant to the signed Dismissal of Appeal Without Prejudice filed on February 17, 2026, attached hereto as provided under Rule G27 of the Rules of Procedure for Grievance Appeals.

SO ADJUDGED this 12th day of May, 2026.

  
\_\_\_\_\_  
JUAN K. CALVO  
Chairman

  
\_\_\_\_\_  
ANTHONY P. BENAVENTE  
Vice Chairman

  
\_\_\_\_\_  
CATHY O. CATLING  
Commissioner

  
\_\_\_\_\_  
ROSE MARIE A. MORALES  
Commissioner



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS

IN THE MATTER OF:

KRISTOFFER CASTRO

Employee,

vs.

DEPARTMENT OF AGRICULTURE,

Management.

Grievance Appeal  
CSC Case No: 25-GRE27

**DISMISSAL OF APPEAL WITHOUT  
PREJUDICE**

To: Civil Service Commission and opposing Management Representative of record.

COMES NOW the Employee, Kristoffer Castro, hereby dismisses the above-captioned appeal based upon the following grounds;

1. The Employee acknowledges that Management has provided partial satisfaction regarding the remedies sought in the initial filing. Specifically, the Employee has received the salary increment and the corresponding back pay that were the subject of the dispute. As this component of the grievance have been rectified, the Employee no longer seeks the Commission's intervention regarding these specific entitlements.
2. A remaining point of contention exists regarding the Director's decision to change the Employee's performance rating from "Outstanding" to "Satisfactory." Upon review of the Personnel Rules and Regulations, it appears that the Commission may lack subject-matter jurisdiction over the adjustment of performance rating.
3. The Employee expressly reserves the right to pursue an administrative appeal regarding the rating change through the Department of Administration (DOA).
4. This dismissal is intended to be without prejudice solely as it pertains to the Employee's right to appeal the performance rating change to the Director of the Department of Administration or other appropriate oversight bodies.

CONCLUSION

Wherefore, the Employee respectfully requests that the Commission enters an order dismissing this appeal, noting that the financial claim within its jurisdiction is moot and that the Employee's

DISMISSAL OF APPEAL WITHOUT PREJUDICE - 1

COPY

1 right to challenge the performance rating in the proper forum is preserved.

2  
3  
4  
5  
6  
7  
8  
9  
10  
11  
12  
13  
14  
15  
16  
17  
18  
19  
20  
21  
22  
23  
24  
25  
26  
27  
28

Respectfully submitted this 17th day of February 2026 by;



Kristoffer Castro, Employee



Robert E. Koss, GFT Union Representative



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



**IN THE MATTER OF:  
ROY CANDASO, JASON CRUZ, and  
JAMES PANGELINAN (3 GFD  
EMPLOYEES)**

**GRIEVANCE APPEAL  
CASE NO.: 19-GRE01**

**Employees,**

**DECISION & ORDER**

**vs.**

**GUAM FIRE DEPARTMENT,**

**Management.**

This matter came on to be heard before the Civil Service Commission (Commission) on February 24, 2026.

Commissioners present were Chairman Juan K. Calvo, Commissioner Francisco T. Guerrero, Commissioner Cathy O. Catling and Commissioner Rose Marie A. Morales.

**DECISION & ORDER**  
3 GFD Employees vs. Guam Fire Department  
Grievance Appeal Case No.: 19-GRE01

Page 1 of 3

1 Employees Jason Cruz and James Pangelinan were present with their  
2 Attorney Jacqueline Taitano Terlaje, with the exception of Roy Candaso who was  
3 off-island. Present for Management, Guam Fire Department (“GFD”), was Lay  
4 Representative Maria L. Brown, and Fire Chief, Daren Burrier.

5 At the onset of the hearing, the Commission inquired if there were any house-  
6 keeping matters. Management stated they filed a late amended Motion to Vacate  
7 Decision and Judgement in Post Audit CSC 21-PA06 appeal, due to lack of subject  
8 matter jurisdiction on January 6, 2026. Employees’ representative stated she has not  
9 receive a copy of the late filing. The Chairman reminded the parties that on other  
10 cases, the Commission ruled that documents for consideration must be submitted on  
11 time, and voted 4 to 0 to deny managements late filing.

12 The Chairman then motioned to hear the matter pursuant to Rule G21 without  
13 oral arguments, by a vote of 4 to 0. During deliberation, the Chairman stated the  
14 Guam Fire Department sought judicial review in the Superior Court of Guam,  
15 Special Proceedings Case No. SP55-22; a Judgement was entered against GFD in  
16 favor of Employees herein, and the Court denied GFD’s request to stay the  
17 enforcement of the Judgement, SP55-22 Order (Nov. 19, 2025). GFD further  
18 attempted to obtain a Writ of Prohibition in the Supreme Court of Guam, Writ  
19 Proceedings Case No. WRP25-002, and the request was denied, WRP25-002 Order

20 **DECISION & ORDER**

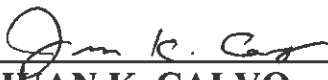
3 GFD Employees vs. Guam Fire Department  
Grievance Appeal Case No.: 19-GRE01

Page 2 of 3

1 (Nov. 20, 2025). GFD concedes that it did not appeal the Superior Court of Guam  
2 Judgement.

3 The Commission deliberated and reiterated that the parties need to adhere to  
4 guidelines and mandatory deadlines in filing their documents, and directed  
5 Management to comply with the Courts Orders. The Commission further  
6 deliberated that Management's Motion to Vacate Decision and Judgement in the  
7 Post Audit Appeal (CSC21-PA06), due to Lack of Subject Matter Jurisdiction was  
8 moot. The Commission voted 4 to 0 to deny the Management's motion.

9 **SO ORDERED** this 12th day of May, 2026.

10  
11   
12 **JUAN K. CALVO**  
Chairman

10  
11   
12 **ANTHONY P. BENAVENTE**  
Vice Chairman

13  
14   
15 **CATHY O. CATLING**  
Commissioner

13  
14   
15 **ROSE MARIA A. MORALES**  
Commissioner



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



**IN THE MATTER OF:**  
  
**ROY CANDASO, JASON CRUZ, and  
JAMES PANGELINAN (3 GFD  
EMPLOYEES)**  
  
**Employee's,**  
  
**vs.**  
  
**GUAM FIRE DEPARTMENT,**  
  
**Management.**

**POST AUDIT APPEAL  
CASE NO.: 21-PA06**

**DECISION AND JUDGEMENT**

This matter came on to be heard before the Civil Service Commission (Commission) on February 24, 2026.

Commissioners present were Chairman Juan K. Calvo, Commissioner Francisco T. Guerrero, Commissioner Cathy O. Catling and Commissioner Rose Marie A. Morales.

**DECISION & JUDGMENT**

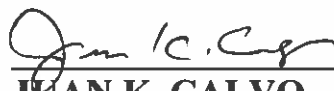
*Roy Candaso, Jason Cruz, & James Pangelinan (3 GFD Employees)  
vs. Guam Fire Department  
Post Audit Case No.: 21-PA06*

1 Employees were present with Attorney Jacqueline Taitano Terlaje, with the  
2 exception of Mr. Candaso who is off-island. Present for Management, was Lay  
3 Representative Maria L. Brown, and Fire Chief, Daren Burrier.

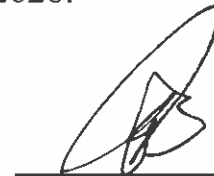
4 The Chairman then motioned to hear the matter pursuant to Rule G21  
5 without oral arguments, by a vote of 4 to 0. During deliberation, the Chairman stated  
6 the Employees were motioning the Commission to enforce the Decision and  
7 Judgement on CSC 21-PA06; however, the Court issued a Decision and Order  
8 regarding this matter in SP0055-22. The Chairman stated that the Commission does  
9 not have the authority to enforce the March 17, 2022 Decision and Judgment because  
10 the Court already decided on the matter. The Employees can petition the Court to  
11 enforce the Decision and Order on SP0055-22.

12 The Commission voted 4 to 0 to deny the Employees' Motion To Enforce.

13 **SO ORDERED** this 12<sup>th</sup> day of May, 2026.

14  
15 

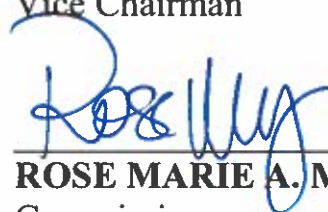
16 **JUAN K. CALVO**  
Chairman

14  
15 

16 **ANTHONY P. BENAVENTE**  
Vice Chairman

17  
18 

18 **CATHY O. CATLING**  
Commissioner

17  
18 

18 **ROSE MARIE A. MORALES**  
Commissioner

19  
20 **DECISION & JUDGMENT**

*Roy Candaso, Jason Cruz, & James Pangelinan (3 GFD Employees)*  
*vs. Guam Fire Department*  
Post Audit Case No.: 21-PA06



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:  
MARK T. PEREZ, et al.,

GRIEVANCE APPEAL  
CASE NO.: 25-GRE09

Employees,

vs.

DECISION AND JUDGMENT

DEPARTMENT OF CORRECTIONS,

Management.

INTRODUCTION

This matter came before the Civil Service Commission (“Commission”) on February 17, 2026. The Grievance appeal concerned the applicability of the Correction Institution Differential Pay (“CIDP”) to social workers and other non-uniformed employees at the Department of Corrections (“DOC”). The following Employees of the Casework and Counseling Services Division (“CCSD”) were parties to the grievance. Mark T. Perez (CSW Supervisor), Linda A. Charfauros (CSW III), Rodrigo B. Herradura (CSW III), Nora S.N. Cadag (CSW II), Steve Kim (CSW I), and Marie E. Toves (Clerk III).

Appearances

The Commissioners present were Juan K. Calvo, Chairman; Anthony P. Benavente, Vice Chairman; Commissioner Francisco T. Guerrero; and Commissioner Cathy O. Catling.

DECISION AND JUDGMENT

*Mark T. Perez, et al., vs. Department of Corrections*  
Grievance Appeal CSC Case No.: 25-GRE09

Page 1 of 5

1 Present for Management was DOC Director Fred Bordallo and Office of  
2 the Attorney General Lay Representative Jason M. Carpo.

3 The aforementioned CCSD Employees were present and represented by Lay  
4 Representative Robert Koss of the Guam Federation of Teachers (“GFT”).

### 5 **Jurisdiction**

6 The Civil Service Commission (“Commission”) has jurisdiction to hear  
7 grievance appeals of employees of the government of Guam based on the Organic  
8 Act of Guam, 4 GCA, Section 4403 (c) and relevant portions of Government of  
9 Guam Personnel Rules and Regulations.

### 10 **Procedural History**

11 At the commencement of the hearing, the Commission addressed a late  
12 motion filed by Management. By a vote of 4 to 0 vote, the Commission declined to  
13 entertain the late motion or the Employees’ opposition thereto.

14 Furthermore, pursuant to Grievance Rule 21, the Commission voted 4 to 0 to  
15 forgo oral presentations, opting instead to seek specific clarifications from the parties  
16 and deliberate based on the written record submitted.

### 17 **Finding of Facts**

18 1. Employees are employed as Correction Social Workers and Clerical staff  
19 within DOC.

### 20 **DECISION AND JUDGMENT**

21 *Mark T. Perez, et al., vs. Department of Corrections*  
Grievance Appeal CSC Case No.: 25-GRE09

1 2. The Director of Corrections, Fred Bordallo, testified to the following:

2 a. CIDP is currently restricted to uniformed Correction Officers and  
3 Parole Officers.

4 b. DOC has not submitted a written request to the Department of  
5 Administration (“DOA”) to include Social Workers in the CIDP policy.

6 c. CIDP applies only to uniformed personnel or those specifically  
7 approved by the Director of the Department of Administration at the  
8 request of the Department or Agency’s Appointing Authority.

9 d. Management distinguishes the roles based on classification: Uniformed  
10 officers focus on security and custody, while social workers focus on  
11 rehabilitation and behavioral change.

12 3. Management distinguishes the roles based on classification: Uniformed  
13 officers focus on security and custody, while social workers focus on rehabilitation  
14 and behavioral change.

15 4. Employees argued that the CIDP eligibility was not limited to uniformed  
16 personnel but may include any employees determined to be eligible by the Director  
17 of DOA.

18 5. Employees noted that they work inside the facility with direct inmate  
19 contact and pointed to precedents where social workers at the Department of Youth  
20 Affairs (“DYA”) reportedly receive CIDP.

21 **DECISION AND JUDGMENT**

*Mark T. Perez, et al., vs. Department of Corrections*  
Grievance Appeal CSC Case No.: 25-GRE09



1 f. Because the administrative process for securing CIDP for these specific  
2 non-uniformed positions has not been completed at the agency level,  
3 the Commission lacks the jurisdiction to grant the requested relief.

4 **Conclusion and Order**


5 Based on the documents submitted, the clarifications provided and after  
6 carefully considering the findings of fact, the Commission voted 4 to 0 to deny the  
7 Employees' Grievance Appeal for lack of jurisdiction as the DOA Director is the  
8 appropriate authority to determine if non-uniformed employees at DOC should be  
9 entitled to CIDP.

10 **SO ORDERED** this 12<sup>th</sup> day of May, 2026.

11  
12   
13 **JUAN K. CALVO**  
Chairman

11  
12   
13 **ANTHONY P. BENAVENTE**  
Vice Chairman

14   
15 **CATHY O. CATLING**  
Commissioner

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



1  
2  
3  
4 **BEFORE THE**  
5 **GUAM CIVIL SERVICE COMMISSION**  
6 **BOARD OF COMMISSIONERS**

7 **IN THE MATTER OF:**

8 **MICHELLE M. CAMACHO, ROSE**  
9 **MENDIOLA, SHANNON ESPLANA,**  
10 **STEPHANI CHARGUALAF, SEAN**  
11 **RUPLEY, CHRISTOPHER SURLA,**  
12 **ANA AGUON, RHEA TAITANO,**  
13 **SHANDICE CALANO, ANGELA**  
14 **MENDIOLA, JOSHUA BLAS,**  
15 **MARGARET ARTERO, AND DORA**  
16 **SIGUENZA,**

17 **Employees,**

18 **vs.**

19 **DEPARTMENT OF EDUCATION,**

20 **Management.**

**GRIEVANCE APPEAL**  
**CASE NO.: 25-GRE19**

**DECISION AND ORDER**

**I. INTRODUCTION**

This matter came before the Civil Service Commission (hereinafter, "the Commission") on February 5, 2026, for the purpose of adjudicating a Motion to Dismiss for Lack of Jurisdiction filed by Management.

**DECISION AND ORDER**

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

**Page 1 of 7**



1  
2 regulations. Under 4 GCA §4403(c), the Commission has the authority to hear  
3 appeals from the grievance procedures of the government of Guam.

### 4 **III. FINDINGS OF FACT**

5 The Commission finds the following facts to be supported by the  
6 record:

7 1. The Employees timely filed formal grievances expressing  
8 dissatisfaction with Dr. Swanson's May 30, 2025 Memorandum requiring  
9 employees who received overtime pay, defined as 1.5 times their regular wage  
10 for hours exceeding 40 per week during the COVID-19 pandemic emergency  
11 period from March 2020 to September 2022 to reimburse the Department of  
12 Education (DOE) for said wages in full.

13 2. Management filed a motion to dismiss on December 15, 2025,  
14 asserting the subject matter (classification and compensation) falls outside the  
15 Commission's jurisdictional authority.

16 3. Employees filed their opposition arguing that Management's  
17 demand to claw back wages is not a matter of *classification* (grades A-Z) or  
18 *compensation* (steps 1-20) and does not affect the prescribed duties of the  
19 Employees. Employees' grievance pertains directly to hours worked during

#### 20 **DECISION AND ORDER**

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

**Page 3 of 7**

1 the COVID-19 emergency period and a demand to repay compensation  
2 earned.

3 4. The Commission has the following duties powers and  
4 responsibilities set forth at 4 GCA 4403(c) to hear appeals of grievance  
5 complaints of an employee of the classified service if such right to appeal to  
6 the Commission is established in the personnel rules governing the employee.

7 5. DOE PRR 909.100 DEFINITION of a grievance:

8 *A grievance is any question or complaint filed by a permanent*  
9 *employee alleging that there has been a misinterpretation, misapplication or*  
10 *violation of a personnel statute, rule, regulation, or written policy which*  
11 *directly affects the employee in the performance of his official duties; or that*  
12 *he has received prejudicial, unfair, arbitrary, capricious treatment in his*  
13 *working conditions, or work relationships.*

14 6. Employees' grievance is a complaint filed by permanent employees  
15 alleging that there has been a misinterpretation, misapplication and violation  
16 of a personnel statute, rule, regulation, and written policy and employees'  
17 assert they received prejudicial, unfair, arbitrary, capricious treatment in his or  
18 her working conditions, or work relationships.

19 7. DOE PRR Section 909.200 COVERAGE states:

20 *Grievances may include but are not limited to, such matters as*  
*employee-supervisor relationships, duty assignments not related to job*  
*classification, shift and job locations, assignments, hours worked, working*  
*facilities and conditions, policies for granting leave and other related matters.*

**DECISION AND ORDER**

**Page 4 of 7**

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

1 8. DOE PRR do not exclude wage related issues.

2 *909.301 General exclusions. the following actions are not covered*  
3 *by these grievance procedures:*

- 4 *A. Disqualification of an applicant*
- 5 *B. Disqualification of an eligible*
- 6 *C. Examination ratings*
- 7 *D. Removal during original probationary period*
- 8 *E. Appeals from classification determinations*
- 9 *F. Appeals of adverse personnel actions*
- 10 *G. Allegations or complaints of discrimination*
- 11 *H. Appeals of performance evaluations*

12 9. "Classification and Compensation" is vested in the Department of  
13 Administration (DOA). DOA is tasked with the development and  
14 implementation of classification plans, defining job titles, the conduct of job  
15 descriptions and qualifications and the establishment of pay scales including  
16 the Hay Methodology, which evaluates jobs based on know-how, problem-  
17 solving, and accountability; the Point Factor System, which assigns points to  
18 specific job factors; Job Ranking, which orders jobs by overall contribution;  
19 and the Grading System, which places jobs into levels with defined pay and  
20 responsibilities. The classification process often begins with job analysis,  
followed by writing detailed job descriptions, evaluating roles, and regularly  
updating these classifications to reflect evolving responsibilities and industry  
trends.

**DECISION AND ORDER**

**Page 5 of 7**

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

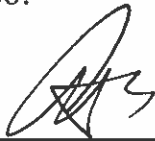


1 vote on the Motion to Dismiss. The results were one (1) in favor of granting  
2 the motion and three (3) in opposition to the motion. Management's Motion  
3 to dismiss failed to garner the four (4) affirmative votes required for approval.  
4 Accordingly, Management's Motion to Dismiss is hereby **DENIED**.

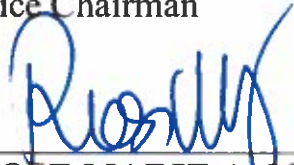
5 A hearing on the merits of the grievance shall be scheduled at a status  
6 hearing.

7 **SO ORDERED** this 12th day of May, 2026.

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

8  
9   
10 **ANTHONY P. BENAVENTE**  
Vice Chairman

11  
12   
13 **CATHY O. CATLING**  
Commissioner

11  
12   
13 **ROSE MARIE A. MORALES**  
Commissioner

14  
15  
16  
17  
18  
19  
20 **DECISION AND ORDER**

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

**Page 7 of 7**