

Re: Messages & Communications Doc. No. 38GL-26-2447 through 2455.

From: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Date: Fri 6/12/2026 2:38 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

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From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>
 Sent: Friday, June 12, 2026 2:28 PM
 To: Guam Legislature Clerks <clerks@guamlegislature.gov>
 Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>
 Subject: Messages & Communications Doc. No. 38GL-26-2447 through 2455.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2447 through 2455** for processing:

✓	38GL-26-2447	Department of Public Health and Social Services	EMS Commission and EMS for Children Advisory Committee Meeting held May 28, 2026 and reconvened on June 04, 2026*
✓	38GL-26-2448	Department of Public Health and Social Services	Acting Director Designation of PeterJohn D. Camacho, MPH, for the Department of Public Health and Social Services from June 15, 2026 to June 17, 2026*
✓	38GL-26-2449	Department of Public Health and Social Services	Guam Board of Barbering and Cosmetology Board Meeting Packet for June 8, 2026*
✓	38GL-26-2450	Department of Public Health and Social Services	Guam Board of Medical Examiners Board Meeting Packet for June 10, 2026*
✓	38GL-26-2451	Department of Parks and Recreation	Approval of the Above-Step Recruitment of Gabrielle Lynn Lupola for Historian*
✓	38GL-26-2452	Civil Service Commission	Board Meeting Packet for June 11, 2026*
✓	38GL-26-2453	Commission on Decolonization	FY2024 Citizen-Centric Report*
✓	38GL-26-2454	Guam Commission for Educator Certification	This is a Transmittal to I Liheslaturan Guåhan of Proposed Rules and Regulations pursuant to the Administrative Adjudication Law for Proposed Amendments to Existing Rules and Regulations, 5A GAR Education, Chap. 8 Guam Commission for Education Certification (PL.31-50/PL32-220).
✓	38GL-26-2455	Department of Public Works	Prior Years Obligations to pay Xerox Corporation in the total amount of \$854.87*

Please retrieve Doc. No. 38GL-26-2453 through 2455 from link below:

[Messages & Communications Physical Scanned Copy - Google Drive](#)

Kindly reply to this email



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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Messages and Communications 38GL-26-2452*

2 messages

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

Thu, Jun 11, 2026 at 3:27 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-26-2452

38GL-26-2452	Civil Service Commission	Board Meeting Packet for June 11, 2026*
--------------	--------------------------	---

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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

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

Date: Thu, Jun 11, 2026 at 11:47 AM

Subject: CSC BOARD MEETING (THURSDAY, JUNE 11, 2026) 9 AM

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

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, June 11, 2026.

- Commissioner Attendance Roster.

- Agenda.

- Signings:

1) Order After Hearing: Hector O. Medina Jr. vs. GPD; Case No. 26-PA03

2) Decision & Judgement: Alvin Jay S. Ancheta vs. DISID; Case No. 25-AA11S

3) Decision & Order: Army Lynn R. Lujan vs. DOA; Case No. 25-AA10T

4) Decision & Judgment Attorney Fees Mitigation Hearing: Lynda B. Aguon vs. DPR

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

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8 attachments

-  **AGENDA FOR JUNE 11 BOARD MEETING.pdf**
33K
-  **COMMISSIONERS ATTENDANCE JUNE 11.pdf**
39K
-  **HECTOR O. MADINA JR. VS. GPD.pdf**
73K
-  **ALVIN JAY S. ANCHETA VS. DISID.pdf**
776K
-  **ARMY LYNN R. LUJAN VS. DOA.pdf**
58K
-  **LYNDA B. AGUON VS. DPR (1).pdf**
96K
-  **FRANCISCO GUERRERO RESOLUTION NO. 2026-001.pdf**
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-  **38GL-26-2452.pdf**
1791K

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

Fri, Jun 12, 2026 at 10:15 AM

Håfa Adai,

Received, and thank you.



Si Yu'os ma'åse',

Marie Crisostomo

Committee on Rules Assistant

COMMITTEE ON RULES

Vice Speaker V. Anthony Ada, Chairperson

I Mina'trentai Ocho Na Liheslaturan Guåhan

38th Guam Legislature

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

CSC BOARD MEETING (THURSDAY, JUNE 11, 2026) 9 AM

3 messages

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

Thu, Jun 11, 2026 at 11:46 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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 - 4) Decision & Judgment Attorney Fees Mitigation Hearing: Lynda B. Aguon vs. DPR

Doc Type: 38GL-26-2452
 OFFICE OF THE SPEAKER
 FRANK F. BLAS, JR.
 June 11, 2026
 Time: 11:46 AM
 Received:

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

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-  **FRANCISCO GUERRERO RESOLUTION NO. 2026-001.pdf**
79K

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

Thu, Jun 11, 2026 at 12:08 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>

Thank you. Received.

[Quoted text hidden]

--



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

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

Thu, Jun 11, 2026 at 2:38 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>

Håfa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant



Office of Speaker Frank F. Blas, Jr.

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

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CIVIL SERVICE COMMISSION

Komision I Serbisyon Sibil

"CSC IS THE VANGUARD OF THE MERIT SYSTEM"

GOVERNMENT OF GUAM

I Gubernador Guahan



BOARD MEETING AGENDA

Thursday, June 11, 2026 at 9:00 A.M.

(In Person & Livestream)

- I. **CALL TO ORDER.**
- II. **APPROVAL OF MINUTES:** None.
- III. **NEW BUSINESS:**
 - 1) **Post Audit Assessment.**
Hector O. Medina Jr. vs. Guam Police Department; Case No. 26-PA03
 - 2) **CSC Resolution.**
Francisco T. Guerrero; (CSC Resolution No. 2026-001)
- IV. **OLD BUSINESS: Signings.**
 - 3) **Decision & Judgment.**
Alvin Jay S. Ancheta vs. Department Integrated Services for individual with Disabilities; Case No.: 25-AA11S
 - 4) **Decision & Order.**
Armi Lynn R. Lujan vs. Department of Administration; Case No.: 25-AA10T
 - 5) **Decision & Judgment.**
Lynda B. Aguon vs. Department of Parks & Recreation; Case No.: 19-AA02T
- V. **GENERAL BUSINESS:**
 - 6) **Update on the process of Adopting Post-Audit Rules and Regulations.**
- VI. **ADJOURNMENT.**

Agenda approved by:

Daniel D. Leon Guerrero, CSC Executive Director



38GL-26-2452
Messages and Communications

RECEIVED
COMMITTEE ON RULES
June 11, 2026

3:27 p.m.

Mario Crisostomo

Telephone (Telifon): (671) 647-1855 • Fax (Faks): (671) 647-1867 • Website: <https://www.csc.guam.gov>

BELL TOWER, Suite 201, 710 West Marine Corps Drive Hagåtña, Guam 96910



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



**IN THE MATTER OF:
ALVIN JAY S. ANCHETA,**

Employee,

vs.

**DEPARTMENT OF INTEGRATED
SERVICES FOR INDIVIDUALS
WITH DISABILITIES,**

Management.

**ADVERSE ACTION APPEAL
CASE NO.: 25-AA11S**

DECISION & JUDGMENT

The Civil Service Commission (Commission) convened on May 14, 2026, to conduct a hearing regarding a "Motion to Void for Violation of 4 GCA § 4406," commonly referred to as the "90-day rule," which was filed by the Employee, Alvin Jay S. Ancheta.

The Commission was presided over by Chairman Juan K. Calvo, with Vice Chairman Anthony P. Benavente, and Commissioners Cathy O. Catling and Rose Marie Morales in attendance to deliberate on the merits of the motion.

DECISION & JUDGMENT

Page 1 of 6

*Alvin Jay S. Ancheta vs. Department of Integrated Services for
Individuals With Disabilities
Adverse Action Appeal CSC Case No.: 25-AA11S*

1 The proceedings were attended by the Employee, Alvin Jay S. Ancheta,
2 accompanied by his lay representative, Robert Koss. Representing the
3 Department of Integrated Services for Individuals with Disabilities (DISID) were
4 Director Michelle Perez and Acting Deputy Director Reuel Drilon, accompanied
5 by their lay representative from the Office of the Attorney General, Maria Brown.

6 At the onset of the Hearing, Chairman Juan Calvo stated that the hearing
7 would be strictly confined to the Motion to Void for Violation of 4 GCA §4406,
8 the 90-day Rule. The Chairman also made a motion to invoke CSC AA Rule 9.1
9 that states, Arguments on the Motion:

10 *The CSC may or may not hear oral argument on a written motion.*
11 *The CSC may rule on a motion without hearing arguments.*

12 By a vote of 4 to 0, the Commission decided not to hear oral arguments on
13 the Employee's written Motion.

14 FINDINGS OF FACT AND CONCLUSIONS OF LAW

15 Chairman Calvo stated that he reviewed both the Notice of Proposed
16 Adverse Action (NPAA) and the Final Notice of Adverse Action (FNAA), noting
17 they were the key documents for determining if the 90-day Rule was violated.
18 The Chairman stated he understands that Management in this case was working

19 DECISION & JUDGMENT

Page 2 of 6

20 *Alvin Jay S. Ancheta vs. Department of Integrated Services for*
21 *Individuals With Disabilities*
Adverse Action Appeal CSC Case No.: 25-AA11S

1 closely with Employee regarding his work performance during the time
2 Management knew or should have known of Employee's non-performance.

3 The Chairman concluded that Management knew of Employee's non-
4 performance on June 5, 2025, which serves as the definitive trigger date for the
5 statutory period (90 days), as this was the date management formally issued a
6 reprimand regarding the employee's failure to complete work assignments in a
7 timely manner.

8 The NPAA dated October 22, 2025 stated that "The recommendation for
9 adverse action is based upon the following allegations:

10 A Letter of Reprimand (LOR) dated June 5, 2025 was issued to you by your
11 immediate supervisor..." (See Employee Exhibit E-9)(Emphasis added)

12 The NPAA further noted, "The **stated allegations** contained within this
13 Notice of Proposed Adverse Action constitutes both conduct and performance
14 violations, as follows;" (See Employee Exhibit E-11)(Emphasis added)

15 The FNAA dated November 7, 2025 stated that: "As established in the
16 NOPAA, multiple opportunities for improvement were provided through formal
17 supervision, a Letter of Reprimand dated June 5, 2025, and subsequent follow-up
18 meetings." (See Employee Exhibit E-19)

19 **DECISION & JUDGMENT**

20 *Alvin Jay S. Ancheta vs. Department of Integrated Services for*
Individuals With Disabilities
21 Adverse Action Appeal CSC Case No.: 25-AA11S

Page 3 of 6

1 In both the NPAA and NFAA Management alleges that the adverse action
2 is being taken for Employees non-performance dating back to June 5, 2025.
3 Because more than 90 days passed between June 5, 2025 and the issuance of the
4 FNAA November 7, 2025, the 90-day law 4 GCA §4406(b)(4) has been clearly
5 violated, thereby voiding the adverse action.

6 The Vice Chairman additionally raised concerns regarding a lack of a
7 formal performance evaluation process, especially given documentation showing
8 Employee requesting help and counseling. There appear to be no documents
9 indicating that Management provided counseling or implemented a performance
10 improvement plan.

11 Commissioner Catling agreed with the positions of both the Chairman and
12 Vice Chairman, stating that Employee needs to receive the necessary assistance
13 to move forward. She noted there appears to be a lack of communication between
14 employees and supervisors.

15 Commissioner Morales highlighted that the submitted documents showed
16 Employee received an unsatisfactory performance evaluation on February 23,
17 2025. However, Management did not provide a plan; while Management told
18 Employee what he needed to do they provided no coaching, no sit down together

19 **DECISION & JUDGMENT**

20 *Alvin Jay S. Ancheta vs. Department of Integrated Services for*
21 *Individuals With Disabilities*

Adverse Action Appeal CSC Case No.: 25-AA11S

Page 4 of 6

1 to review, where Employee is lacking in his skills and how we can help you
2 through it and give guidance.

3 The statutory mandate established by 4 GCA § 4406 strictly prohibits
4 management from initiating adverse actions against an employee unless such
5 action is taken within 90 days of the date management knew or should have known
6 of the facts or events forming the basis for the action. Once the agency possesses
7 sufficient knowledge of the misconduct or nonperformance, the clock begins to
8 run. Based on both the NPAA and FNAA, Management knew of and charged
9 Employee's nonperformance beginning June 5, 2025 and issued the FNAA on
10 November 7, 2025 beyond the 90 days authorized by law.

11 CONCLUSION

12 Following deliberations, the Commission voted unanimously 4 to 0 to grant
13 Employee's motion to void the adverse action based on Management's failure to
14 take action within the allowable statutory timeframe.

15 ORDER

16 Management is hereby ordered to immediately rescind the adverse action
17 taken against Employee. All records pertaining to the suspension shall be
18 expunged from the Employee's personnel file, effectively restoring the Employee

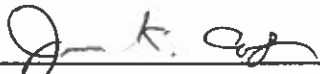
19 DECISION & JUDGMENT

Page 5 of 6

20 *Alvin Jay S. Ancheta vs. Department of Integrated Services for*
21 *Individuals With Disabilities*
Adverse Action Appeal CSC Case No.: 25-AA11S

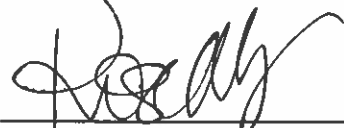
1 to the status quo as if the disciplinary action had never occurred. Furthermore,
2 Management is directed to make the Employee whole for all losses sustained as a
3 direct result of the suspension. This restitution shall include, but is not limited to,
4 the full restoration of back pay, the reinstatement of all accrued leave balances,
5 and the retroactive payment of all retirement contributions that would have been
6 credited to the Employee's account during the period of suspension.

7 **SO ADJUDGED AND ORDERED**, this 11th day of June, 2026.

8 
9 **JUAN K. CALVO**
Chairman


ANTHONY P. BENAVENTE
Vice Chairman

10 
11 **CATHY O. CATLING**
12 Commissioner


ROSE MARIE MORALES,
Commissioner

13 
14 **LUIS R. BAZA**
Commissioner

15
16
17
18
19 **DECISION & JUDGMENT**

Page 6 of 6

20 *Alvin Jay S. Ancheta vs. Department of Integrated Services for*
Individuals With Disabilities
21 Adverse Action Appeal CSC Case No.: 25-AA11S



Lourdes A. Leon Guerrero
GOVERNOR

Joshua F. Tenorio
LIEUTENANT GOVERNOR

Department of Integrated Services For Individuals with Disabilities

Dipartimento Programa Para l Maninutet



Michelle L. C. Perez
DIRECTOR

Reuel Drilon
ACTING DEPUTY DIRECTOR

MEMORANDUM

To: Alvin Ancheta, Vocational Rehabilitation (VR) Counselor I
From: Michelle L.C. Perez, Director, DISID
Subject: **Notice of Proposed Adverse Action**
Date: October 22, 2025

This memorandum serves to inform you of a *proposed* adverse action that may result in your suspension, demotion, or dismissal from the Department of Integrated Services for Individuals with Disabilities (DISID) – Division of Vocational Rehabilitation (DVR).

The recommendation for adverse action is based upon the following allegations:

A Letter of Reprimand (LOR) dated June 5, 2025, was issued to you by your immediate supervisor, Joseph Cameron, the Designated State Unit Director (DSUD) / Vocational Rehabilitation Administrator (VRA), (**Exhibit A**):

- 1) *Disobedience to constituted authorities, or deliberate refusal to carry out any proper order supervisor having the responsibility for the work of the employee; insubordination (DOA Personnel Rules and Regulations, p. 125, B) and*
- 2) *Failure or delay in carrying out orders, work assignments or instructions of superiors (DOA Personnel Rules and Regulations, p. 127, C); and*
- 3) *Furthermore, specific reference to the Division of Vocational Rehabilitation's VR Service Manual/October 15, 2013: The Vocational Rehabilitation Process pp. 50 through 76 describes procedures involved when an individual is moving through the rehabilitation process from referral to closure, i.e., Closed from Applicant or Extended Evaluation, Closed Rehabilitated, Closed (other reasons after Individualized Plan for Employment for Employment Initiated), Closed (other reasons before Individualized Plan for Employment Initiated), Post-Employment Services completed: Employment Maintained, Post Employment Service Discontinued.*

The above-referenced and attached Letter of Reprimand (LOR) outlines several examples of cases that Mr. Cameron reviewed with you, which required immediate closure. It also references the meetings held on March 14, 2024, and February 4, 2025, during which you and Mr. Cameron discussed these issues, reviewed your consumer caseload spreadsheet (Exhibit B), and were advised on the urgency of taking corrective action. Both you and Mr. Cameron signed an acknowledgment of these discussions. Furthermore, during the February 4, 2025 meeting, Mr. Cameron was compelled to remind you of the following facts:

E9

Department of Integrated Services For Individuals with Disabilities

Dipåttamenton Programa Para I Maninutet

- your listing showed a total of one hundred and seven (107) cases of which thirty-eight (38) were active and sixty-nine (69) were identified as ready-to-close;
- he gave you specific instructions to close all sixty-nine (69) cases in order to reflect your accurate active caseload; and that
- as of the date of that LOR, your caseload, as reflected in the listing dated May 21, 2025 (Exhibit C) showed that only twenty-two (22) of the sixty-nine (69) cases had been closed. As a result, both your conduct and performance were unacceptable, thus warranting the reprimand; and
- effective immediately, you were expected to make the following changes within the following stated timeframe: Closure of the balance of the forty-seven (47) ready-to-close cases no later than the close of business on **Monday, July 7, 2025**; and that failure to meet these expectations and requirements shall result in further disciplinary action.

On July 23, 2025, you submitted to Mr. Cameron a Memorandum (Exhibit D) outlining your Plan of Corrective Action (POCA) to address the stagnant and ready-to-close cases. However, the POCA identified your intent to close only twenty (20) of the forty-seven (47) cases within the period of July 22 through August 18, 2025. This documented your plan to close less than half of the cases requiring closure within the thirty (30)-day extension that Mr. Cameron had granted.

On September 8 and 9, 2025, you and Mr. Cameron exchanged emails, as he once again needed to document your continued failure to comply with his directive to close all stagnant and ready-to-close consumer cases by the end of August 2025 (Exhibit E).

You are reminded that you are not managing a heavy consumer caseload. Nationally, the programmatic productivity ratio for an entry-level Vocational Rehabilitation Counselor I (VRC I) is approximately one counselor to one hundred consumers (1:100). However, from October 1, 2024, through September 3, 2025, you served only six (6) consumers requiring authorization of services totaling \$69,041.35. This reflects an extremely low level of productivity on your part for FY2025 (Exhibit F).

Furthermore, as a DVR Vocational Rehabilitation Counselor I with over twenty-one (21) years of experience, you possess the requisite knowledge and expertise to manage complex cases and perform your duties effectively. Accordingly, there is no justification for your continued failure to close stagnant, ready-to-close consumer cases, which is contrary to and undermines Mr. Cameron's directives and guidance.

Despite multiple written reminders and opportunities for correction, you have not complied with supervisory directives and guidance. A review of your most current Caseload Status Spreadsheet (Exhibit G), covering the period from May 12, 2025, through September 11, 2025, reveals the following facts concerning your caseload:

- Your total caseload consisted of eighty-nine (89) consumer cases;
- Only one (1) case was identified as a *non-stagnant* consumer case;

E 10

Department of Integrated Services For Individuals with Disabilities

Dipáttamenton Programa Para l Maninutet

- Eighty-six (86) cases were identified as *stagnant, ready-to-close* consumer cases;
- Only three (3) cases were identified as *closed* consumer cases, each with an effective date of closure;
- Twelve (12) cases were those you had been directed by the DSUD/VRA to close since February 4, 2025, yet they remained open as of September 11, 2025; and
- Fourteen (14) cases were those you indicated you would close between July 28 and August 18, 2025 (per your Memorandum dated July 23, 2025, to Mr. Cameron, DSUD/VRA, Exhibit D), yet they also remained open as of September 11, 2025.

A subsequent review of your most recent Caseload Closure Spreadsheet, dated October 17, 2025 (**Exhibit H**), confirms that there has been no improvement since the last caseload review. The updated listing reflects that no additional cases have been closed since July 2025, demonstrating continued inaction despite repeated directives and opportunities for correction. This further substantiates the ongoing pattern of noncompliance with supervisory expectations and continued failure to carry out essential case management responsibilities.

Again, you have been persistently noncompliant with Mr. Cameron's directives and guidance over the past ten (10) months (December 2024 to present), thereby clearly demonstrating disobedience, insubordination, and failure or delay in carrying out orders, work assignments, and instructions of your superiors, as well as failure to follow the policies and procedures contained in DVR's 2013 VR Service Manual, constituting continued violation of the Department of Administration (DOA) Personnel Rules and Regulations, pages 125(B) and 127(C).

The stated allegations contained within this Notice of Proposed Adverse Action constitute both conduct and performance violations, as follows:

- 1) Disobedience to constituted authorities, or deliberate refusal to carry out any proper order supervisor having the responsibility for the work of the employee; insubordination (*DOA Personnel Rules and Regulations, p. 125, B*);
- 2) Failure or delay in carrying out orders, work assignments or instructions of superiors (*DOA Personnel Rules and Regulations, p. 127, C*); and
- 3) Failure to follow Division of Vocational Rehabilitation's VR Service Manual/October 15, 2013: The Vocational Rehabilitation Process pp. 50 through 76 describes procedures involved when an individual is moving through the rehabilitation process from referral to closure, i.e., Closed from Applicant or Extended Evaluation, Closed Rehabilitated, Closed (other reasons after Individualized Plan for Employment for Employment Initiated), Closed (other reasons before Individualized Plan for Employment Initiated), Post-Employment Services completed: Employment Maintained, Post Employment Service Discontinued.

E 11

Department of Integrated Services For Individuals with Disabilities

Dipartimento Programa Para I Maninutet

You are advised that upon receipt of this Notice of Proposed Adverse Action (NOPAA), you have ten (10) calendar days to seek reconsideration of this NOPAA by answering any of the above alleged charges orally, in writing, or both. A copy of the Adverse Action rules and appeal procedures are available at the DISID-DVR Fiscal Services/Human Resources Unit upon your request. Any response you submit will be reviewed and considered by me, the Director of DISID, prior to making a final decision.

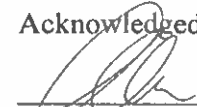
You may request a conference with me within the ten (10) calendar day period. You have the right to counsel and may be represented by a person of your choice. Please note that this notice pertains only to a Proposed Adverse Action and not a matter already decided upon.

Sincerely,



Michelle L.C. Perez

Acknowledged Receipt



Alvin Ancheta

Received
copy

Date: 10/22/2025

Attachments

CC: DISID Deputy Director
DISID-DVR DSUD/VRA
DISID-DVR ASO & HR File
Civil Service Commission
DOA HR File

☒ Served personally ☐ Registered mail ☐ Copy left at last known address

Print Name of Person and Title who served notice: Michelle L.C. Perez / Director	Signature of Person who served notice: 
---	--

E 12

GOVERNMENT OF GUAM
AGANA, GUAM 96910

ADVERSE ACTION FORM

NAME OF EMPLOYEE:

Alvin Ancheta

SOCIAL SECURITY NUMBER:

Employee ID No: 6066

POSITION TITLE:

Vocational Rehabilitation (VR) Counselor I

DEPARTMENT/DIVISION:

DISID - DVR

DATE OF THIS ACTION:

10/22/2025

LAST KNOWN RESIDENCE/MAILING ADDRESS:

122 DugDug Ct.
Dededo, Guam 96929

TYPE OF ACTION:

/X/ Notice of Proposed Adverse Action (note: Employee must answer orally or in writing within ten (10) calendar days after receipt of this notice.

/ / Notice of Final Adverse Action

A. SUSPENSION

B. DEMOTION

Effective: _____

FROM: _____

Number of Working Days: ____

TO: _____

You may appeal this action in accordance with the procedure outlined on page four (4).

You may appeal this action in accordance with the procedure outline on page four (4).

C. DISMISSAL

NOTE:

A Request for Personnel Action (GG-1) is required to effectuate an Adverse Action.

Effective: _____

You may appeal this action in accordance with the procedure outlined on page four (4).

E 13

PAGE 2 - NAME: Alvin Ancheta SSN: Employee ID No: 6066

THIS ACTION IS TAKEN IN ACCORDANCE WITH CHAPTER 11.303, PERSONNEL RULES AND REGULATIONS, EXECUTIVE ORDER 96-24 "AUTHORIZED CAUSES FOR ADVERSE ACTION" AS SHOWN AND MARKED BELOW:

- / / A. Fraud in securing appointment
- /X/ B. Refusal or failure to perform prescribed duties and responsibilities.
- /X/ C. Insubordination.
- / / D. Intoxication while on duty or the unauthorized possession, use or sale of alcohol on duty on while on government premises.
- / / E. Unlawful use, possession, or sale of illicit drugs.
- / / F. Unauthorized absence.
- / / G. Conviction of a crime.
- / / H. Discourteous treatment to the public or other employees.
- / / I. Political activity prohibited by law.
- / / J. Misuse or theft of government property.
- / / K. Refusal to take and subscribe to any oath or affirmation which is required by law in connection with employment.
- / / L. Acts prohibited by Section 9102, 4 GCA relating to strikes against the government.
- / / M. Acts of prohibited discrimination to include sexual harassment.
- / / N. Failure to comply with the Drug-Free Workplace Program.
- /X/ O. Other misconduct not specifically listed.

SEE LAST PAGE FOR CIRCUMSTANCE(S) SURROUNDING ABOVE CHARGE(S).

E 14

PAGE 3 - NAME: Alvin Ancheta SSN: Employee ID No: 6066

☒ Chapter 11.306, PR&R, EO96-24 NOTICE OF PROPOSED ADVERSE ACTION

An employee against whom adverse action is sought is entitled to immediate written notice stating any and all reasons, specifically and in detail, for the proposed action. The written notice must make it clear that it concerns only proposed action and not a matter already decided. A copy of such action shall be filed by the department/agency head with the Department of Administration and the Civil Service Commission (CSC).

☒ Chapter 11.307, PR&R, EO96-24 EMPLOYEE'S ANSWER

An employee is entitled to seek reconsideration of the proposed adverse action by answering any charges within 10 days after receipt of the notice; the answer may be made orally, in writing, or both. The department/agency head shall be available to meet with the employee at the designated date and time. The department/agency head may designate a committee to hear the employee's answer. The employee may be presented by a person of his choice. The department/agency head must consider the employee's answers to the charges in the proposed adverse action notice. If the employee fails to answer during the notice period, the employee's inaction shall be construed as an answer, and the department/agency head may proceed with the adverse action upon expiration of the notice period.

☒ Chapter 11.308, PR&R, EO96-24 SUSPENSION DURING NOTICE PERIOD

A. An employee against whom adverse action is proposed, must be retained in active duty status during the notice period; however, in an emergency situation, an employee may be immediately suspended during the notice period, under the following conditions:

1. The continued presence of the employee may interfere with the efficient operation of the department/agency, or the health or safety of the employee or others.
2. Suspension is necessary to eliminate the possibility of deliberate damage to equipment, property, or important documents.
3. The employee's absence without authorized leave prevents the issuance of notice of proposed adverse action and the department/agency's attempt to contact the employee was unsuccessful.

B. Suspension under this section is separate adverse action and is appealable to the Commission within 20 days of the effective date of immediate suspension. A copy of the notice of immediate suspension shall be filed with the Civil Service Commission not later than the next working day following the effective date of the suspension.

E 15

PAGE 4 - NAME: Alvin Ancheta SSN: Employee ID No: 6066

- C. If the Commission sustains the department's action in suspending the employee during the notice period, the number of days of suspension under this section shall be considered part of the final disciplinary penalty and in no case, shall the final days of suspension be more than 30 work days.

/X/ Chapter 11.311, PR&R, EO96-24 NOTICE OF FINAL ADVERSE ACTION

- A. An employee is entitled to written notice of the department's decision within 10 days after receipt of the employee's answer to the charge(s). The decision shall be made by the department/agency head and shall be delivered to the employee at, or before the time the action will be made effective. The notice shall be in writing, be dated, state the specific facts found upon which such action is based; inform the employee of his right to appeal to the Commission; and inform the employee of the time limit of 20 days within which an appeal may be submitted as provided in the Personnel Rules and Regulations, Appendix A-CSC-100(c) of the Civil Service Commission Hearing Procedures for Adverse Action Appeals.
- B. In the event the appointing authority cannot locate the employee, the Notice of Proposed Adverse Action and/or Notice of Final Adverse Action shall be sent, certified mail, to the employee's last known address.
- C. Copies of the final notice of adverse action shall be filed by the department with the Commission not later than the next work day following the effective date of the action. A copy of the final notice shall be filed with the Department of Administration.

CSC-100, PERSONNEL RULES & REGULATIONS, APPENDIX A, EO96-24

/X/ A. RIGHT TO APPEAL

1. Any person in the classified service holding a permanent appointment and who is subject to an adverse action by management, except one who is exempted by law from the jurisdiction of the Civil Service Commission, is entitled to appeal an adverse action to the Civil Service Commission. A person who has been appointed to a permanent position and who has satisfactorily completed his probationary period holds a permanent appointment.
2. A contract employee occupying a permanent position in the classified service is entitled to appeal an adverse action to the Civil Service Commission during the term of his contract. Non-renewal of the contract by the government of Guam is not appealable.

E 16

PAGE 5 - NAME: Alvin Ancheta SSN: Employee ID No: 6066

☒ B. CONTENTS OF APPEAL

An appeal shall be in writing and shall set forth the answer to the charges and the grounds for appeal. An appeal may be amended within 15 days after filing. A person who is the subject of an adverse action and who files an appeal on his own behalf or through a representative is the appellant.

☒ C. TIME LIMIT FOR FILING APPEAL

An appeal must be submitted within 20 calendar days from the effective date of the action.

☒ D. RIGHTS IN PURSUIT OF APPEAL

An appellant shall:

1. Be assured freedom from restraint, interference, coercion, discrimination, or reprisal.
2. Have the right to be accompanied, represented, and advised by a representative.
3. Be assured a reasonable amount of official time to prepare his case if he is on duty status.

NOTE: CHAPTER 11.302d PR&R, EO96-24 DEFINITION OF DAY

Day means calendar days unless otherwise specified.

E17

PAGE 6

NAME OF EMPLOYEE: Alvin Ancheta

SOCIAL SECURITY NUMBER: Employee ID No: 6066

DATE OF THIS ADVERSE ACTION: 10/22/25

THE FOLLOWING CIRCUMSTANCE(S) SUBSTANTIATE(S) THE CHARGE(S) INDICATED ON THE FIRST PAGE OF THIS ADVERSE ACTION: (Use additional sheets if necessary)

Please see attached Notice of Proposed Adverse Action and associated Exhibits A thru H. &

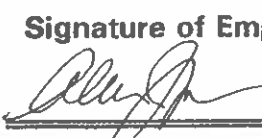
Name of Department/Agency Head:

Michelle L.C. Perez

Signature of Department/Agency Head:



Signature of Employee being served:

 Received Copy

Date:

10/22/2025

Time:

9:52

I hereby certify that a copy of this notice was served on the subject on the 22 day of October, 2025

/ ☒ SERVED PERSONALLY

/ ☐ REGISTERED MAIL

/ ☐ COPY LEFT AT LAST KNOWN ADDRESS

Print Name of Person who served notice:

MICHELLE L.C. PEREZ

Signature of Person who served notice:



E18

23



Lourdes A. Leon Guerrero
GOVERNOR

Joshua F. Tenorio
LIEUTENANT GOVERNOR

Department of Integrated Services For Individuals with Disabilities

Dipattamenton Prugrama Para I Maninutet



Michelle L. C. Perez
DIRECTOR

Renel Drilon
ACTING DEPUTY DIRECTOR

MEMORANDUM

To: Alvin Ancheta, Vocational Rehabilitation (VR) Counselor I
From: Michelle L.C. Perez, Director, DISID
Subject: Notice of Final Adverse Action- Suspension Without Pay
Date: November 7, 2025

This memorandum serves as formal notification of the Final Adverse Action taken against you in accordance with the Government of Guam Department of Administration (DOA) Personnel Rules and Regulations (PR&R) Chapter 11, and Executive Order 96-24 (Authorized Causes for Adverse Action).

Pursuant to the Notice of Proposed Adverse Action (NOPAA) issued to you on October 22, 2025, and following the receipt and review of your written response dated October 28, 2025, the Department has completed its review and has determined that disciplinary action is warranted.

Summary of Review

Your written response was carefully reviewed and considered in its entirety. While you presented explanations regarding workload management, procurement delays, and operational challenges, these explanations do not refute the documented and ongoing pattern of noncompliance with supervisory directives, failure to close stagnant and ready-to-close cases, and continued disregard for corrective measures previously issued.

As established in the NOPAA, multiple opportunities for improvement were provided through formal supervision, a Letter of Reprimand dated June 5, 2025, and subsequent follow-up meetings. Despite these, your case closures and productivity levels continued to fall below expectations and program standards, and you failed to meet specific deadlines outlined by your supervisor, Mr. Joseph Cameron, DSUD/VRA.

E. 19

Department of Integrated Services For Individuals with Disabilities

Dipattamenton Prugrama Para I Maninutet

Findings

After a comprehensive review of all records, including your response and attached documentation, the Department finds that the following charges are sustained:

1. Disobedience to constituted authorities or deliberate refusal to carry out proper orders of a supervisor having responsibility for your work; insubordination (DOA PR&R, p.125[B]).
2. Failure or delay in carrying out orders, work assignments, or instructions of superiors (DOA PR&R, p.127[C]).
3. Other misconduct not specifically listed, including failure to adhere to established procedures outlined in the DVR Services Manual (October 15, 2013) pertaining to case management and closure requirements.

Your conduct and continued noncompliance have demonstrated a pattern of insubordination and poor performance inconsistent with the responsibilities of a Vocational Rehabilitation Counselor I, and incompatible with the standards expected of an employee of this Department.

Action

Accordingly, the Department of Integrated Services for Individuals with Disabilities (DISID), through its Director, hereby imposes a ten (10) working-day suspension without pay, effective November 10, 2025 through November 24, 2025. You are directed to return to duty on November 25, 2025. During your suspension, you are not authorized to perform any official duties, enter agency premises, or represent DISID-DVR in any capacity unless expressly authorized in writing.

Expectations Upon Return

Upon your return to duty, you are expected to:

- Fully comply with all supervisory directives and performance expectations.
- Demonstrate consistent and timely case closures consistent with DVR's Services Manual.
- Maintain open, professional communication with your supervisor and management.
- Participate in follow-up case management meetings or training sessions as directed.

Failure to demonstrate immediate and sustained improvement will result in further disciplinary action, up to and including dismissal from service.

E 20

Department of Integrated Services For Individuals with Disabilities

Dipartimento Programa Para I Maninuter

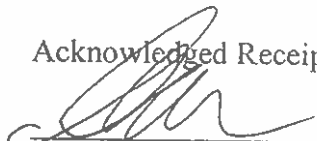
You are advised that you have the right to appeal this Final Adverse Action (Suspension) to the Civil Service Commission (CSC) within twenty (20) calendar days from the effective date of this action, in accordance with DOA Personnel Rules and Regulations (PR&R) Chapter 11.309. Your written appeal must state your answer to the charges and the grounds for appeal.

Copies of this Notice are being filed with the Department of Administration Human Resources Division and the Civil Service Commission, as required.

Sincerely,


Michelle L.C. Perez

Acknowledged Receipt


Alvin Ancheta

Date: 11/7/26

CC: DISID Deputy Director
DISID-DVR DSUD/VRA
DISID-DVR ASO & HR File
Civil Service Commission
DOA HR File

☒ Served personally ☐ Registered mail ☐ Copy left at last known address

Print Name of Person and Title who served notice: <u>MICHELLE L.C. PEREZ, DIRECTOR</u>	Signature of Person who served notice: 
---	--

E 21

GOVERNMENT OF GUAM
AGANA, GUAM 96910

ADVERSE ACTION FORM

NAME OF EMPLOYEE:

ALVIN ANCHETA

SOCIAL SECURITY NUMBER:

EMPLOYEE ID NO: 6066

POSITION TITLE:

VOCATIONAL REHABILITATION COUNSELOR I

DEPARTMENT/DIVISION:

DISID-DVR

DATE OF THIS ACTION:

NOVEMBER 7, 2025

LAST KNOWN RESIDENCE/MAILING ADDRESS: 122 DUG DUG CT.

DEDEDO, GU 96929

TYPE OF ACTION:

/ / Notice of Proposed Adverse Action (note: Employee must answer orally or in writing within ten (10) calendar days after receipt of this notice.

☒ Notice of Final Adverse Action

A. SUSPENSION

B. DEMOTION

Effective: NOVEMBER 10, 2025

FROM: _____

Number of Working Days: 10

TO: _____

You may appeal this action in accordance with the procedure outlined on page four (4).

You may appeal this action in accordance with the procedure outline on page four (4).

C. DISMISSAL

NOTE:

A Request for Personnel Action (GG-1) is required to effectuate an Adverse Action.

Effective: _____

You may appeal this action in accordance with the procedure outlined on page four (4).

E22

PAGE 2 - NAME: ALVIN ANCHETA

SSN: EMPLOYEE ID NO : 6066

THIS ACTION IS TAKEN IN ACCORDANCE WITH CHAPTER 11.303, PERSONNEL RULES AND REGULATIONS, EXECUTIVE ORDER 96-24 "AUTHORIZED CAUSES FOR ADVERSE ACTION" AS SHOWN AND MARKED BELOW:

- / / A. Fraud in securing appointment
- /X/ B. Refusal or failure to perform prescribed duties and responsibilities.
- /X/ C. Insubordination.
- / / D. Intoxication while on duty or the unauthorized possession, use or sale of alcohol on duty on while on government premises.
- / / E. Unlawful use, possession, or sale of illicit drugs.
- / / F. Unauthorized absence.
- / / G. Conviction of a crime.
- / / H. Discourteous treatment to the public or other employees.
- / / I. Political activity prohibited by law.
- / / J. Misuse or theft of government property.
- / / K. Refusal to take and subscribe to any oath or affirmation which is required by law in connection with employment.
- / / L. Acts prohibited by Section 9102, 4 GCA relating to strikes against the government.
- / / M. Acts of prohibited discrimination to include sexual harassment.
- / / N. Failure to comply with the Drug-Free Workplace Program.
- /X/ O. Other misconduct not specifically listed.

SEE LAST PAGE FOR CIRCUMSTANCE(S) SURROUNDING ABOVE CHARGE(S).

E23

/ / Chapter 11.306, PR&R, EO96-24 NOTICE OF PROPOSED ADVERSE ACTION

An employee against whom adverse action is sought is entitled to immediate written notice stating any and all reasons, specifically and in detail, for the proposed action. The written notice must make it clear that it concerns only proposed action and not a matter already decided. A copy of such action shall be filed by the department/agency head with the Department of Administration and the Civil Service Commission (CSC).

/ / Chapter 11.307, PR&R, EO96-24 EMPLOYEE'S ANSWER

An employee is entitled to seek reconsideration of the proposed adverse action by answering any charges within 10 days after receipt of the notice; the answer may be made orally, in writing, or both. The department/agency head shall be available to meet with the employee at the designated date and time. The department/agency head may designate a committee to hear the employee's answer. The employee may be presented by a person of his choice. The department/agency head must consider the employee's answers to the charges in the proposed adverse action notice. If the employee fails to answer during the notice period, the employee's inaction shall be construed as an answer, and the department/agency head may proceed with the adverse action upon expiration of the notice period.

/ / Chapter 11.308, PR&R, EO96-24 SUSPENSION DURING NOTICE PERIOD

A. An employee against whom adverse action is proposed, must be retained in active duty status during the notice period; however, in an emergency situation, an employee may be immediately suspended during the notice period, under the following conditions:

1. The continued presence of the employee may interfere with the efficient operation of the department/agency, or the health or safety of the employee or others.
2. Suspension is necessary to eliminate the possibility of deliberate damage to equipment, property, or important documents.
3. The employee's absence without authorized leave prevents the issuance of notice of proposed adverse action and the department/agency's attempt to contact the employee was unsuccessful.

B. Suspension under this section is separate adverse action and is appealable to the Commission within 20 days of the effective date of immediate suspension. A copy of the notice of immediate suspension shall be filed with the Civil Service Commission not later than the next working day following the effective date of the suspension.

E24

PAGE 4 - NAME: ALVIN ANCHETA

SSN: EMPLOYEE ID NO: 6066

- C. If the Commission sustains the department's action in suspending the employee during the notice period, the number of days of suspension under this section shall be considered part of the final disciplinary penalty and in no case, shall the final days of suspension be more than 30 work days.

/X/ Chapter 11.311, PR&R, EO96-24 NOTICE OF FINAL ADVERSE ACTION

- A. An employee is entitled to written notice of the department's decision within 10 days after receipt of the employee's answer to the charge(s). The decision shall be made by the department/agency head and shall be delivered to the employee at, or before the time the action will be made effective. The notice shall be in writing, be dated, state the specific facts found upon which such action is based; inform the employee of his right to appeal to the Commission; and inform the employee of the time limit of 20 days within which an appeal may be submitted as provided in the Personnel Rules and Regulations, Appendix A-CSC-100(c) of the Civil Service Commission Hearing Procedures for Adverse Action Appeals.
- B. In the event the appointing authority cannot locate the employee, the Notice of Proposed Adverse Action and/or Notice of Final Adverse Action shall be sent, certified mail, to the employee's last known address.
- C. Copies of the final notice of adverse action shall be filed by the department with the Commission not later than the next work day following the effective date of the action. A copy of the final notice shall be filed with the Department of Administration.

CSC-100, PERSONNEL RULES & REGULATIONS, APPENDIX A, EO96-24

/X/ A. RIGHT TO APPEAL

1. Any person in the classified service holding a permanent appointment and who is subject to an adverse action by management, except one who is exempted by law from the jurisdiction of the Civil Service Commission, is entitled to appeal an adverse action to the Civil Service Commission. A person who has been appointed to a permanent position and who has satisfactorily completed his probationary period holds a permanent appointment.
2. A contract employee occupying a permanent position in the classified service is entitled to appeal an adverse action to the Civil Service Commission during the term of his contract. Non-renewal of the contract by the government of Guam is not appealable.

E 25

PAGE 5 - NAME: ALVIN ANCHETA

SSN: EMPLOYEE ID NO: 6066

/X/ B. CONTENTS OF APPEAL

An appeal shall be in writing and shall set forth the answer to the charges and the grounds for appeal. An appeal may be amended within 15 days after filing. A person who is the subject of an adverse action and who files an appeal on his own behalf or through a representative is the appellant.

/X/ C. TIME LIMIT FOR FILING APPEAL

An appeal must be submitted within 20 calendar days from the effective date of the action.

/X/ D. RIGHTS IN PURSUIT OF APPEAL

An appellant shall:

1. Be assured freedom from restraint, interference, coercion, discrimination, or reprisal.
2. Have the right to be accompanied, represented, and advised by a representative.
3. Be assured a reasonable amount of official time to prepare his case if he is on duty status.

NOTE: CHAPTER 11.302d PR&R, E096-24 DEFINITION OF DAY

Day means calendar days unless otherwise specified.

E 26

PAGE 6

NAME OF EMPLOYEE:

ALVIN ANCHETA

SOCIAL SECURITY NUMBER:

EMPLOYEE ID NO : 6066

DATE OF THIS ADVERSE ACTION:

NOVEMBER 7, 2025

THE FOLLOWING CIRCUMSTANCE(S) SUBSTANTIATE(S) THE CHARGE(S) INDICATED ON THE FIRST PAGE OF THIS ADVERSE ACTION: (Use additional sheets if necessary)

PLEASE SEE ATTACHED NOTICE OF FINAL ADVERSE ACTION.

Name of Department/Agency Head:

MICHELLE L.C. PEREZ

Signature of Department/Agency Head:

Signature of Employee being served:

Date:

11/7/25

Time:

4:15

I hereby certify that a copy of this notice was served on the subject on the 7th day of NOVEMBER 2025

/ ☒ / SERVED PERSONALLY

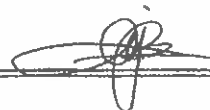
/ / REGISTERED MAIL

/ / COPY LEFT AT LAST KNOWN ADDRESS

Print Name of Person who served notice:

MICHELLE L.C. PEREZ

Signature of Person who served notice:



E27



Lourdes A. Leon Guerrero
GOVERNOR

Joshua F. Tenorio
LIEUTENANT GOVERNOR

Department of Integrated Services For Individuals with Disabilities

Dipattamenton Programa Para I Maninutet



Michelle L. C. Perez
DIRECTOR

Acknowledgement of Receipt

To: <i>Michelle Perez</i> <i>DISID Director</i>	From: <i>Alvin Jay A. Ancheta</i> <i>DVR Counsellor</i>
Attention:	Comments:
Date Received: <i>10/28/25</i>	Time Received: <i>3:10p</i>
Print Name: <i>Michelle LC Perez</i>	Signature of Acknowledgment: 



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

**IN THE MATTER OF:
ARMI LYNN R. LUJAN,**

Employee,

vs.

**DEPARTMENT OF
ADMINISTRATION,**

Management.

**ADVERSE ACTION APPEAL
CASE NO.: 25-AA10T**

DECISION AND ORDER

INTRODUCTION

This matter came before the Civil Service Commission (CSC) on May 12, 2026, on Management's Motion to Dismiss and Employee's Opposition to Management's Motion to Dismiss.

//

DECISION AND ORDER

Armi Lynn R. Lujan vs. Department of Administration
Adverse Action Appeal Cases No.: 25-AA10T

Page 1 of 3

1 The Commissioners present were Juan K. Calvo, Chairman; Anthony P.
2 Benavente, Vice Chairman; Commissioner Cathy O. Catling; and
3 Commissioner Rose Marie Morales.

4 The Employee, Armi Lynn R. Lujan was present *pro se*, and present for
5 Management were Deputy Director of the Department of Administration
6 (DOA) Rena Borja, accompanied by Attorney Graham Botha.

7 Prior to the motion hearing, the Chairman and Commissioner Morales
8 notified the parties of their conflicts of interest and offered to recuse
9 themselves if there were any objections. Both Management and Employee
10 indicated that they had no objections and were willing to waive the conflicts.
11 Notwithstanding the parties' willingness to proceed, Commissioner Morales
12 stated she was uncomfortable hearing the case due to her personal friendship
13 with Employee.

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17 //

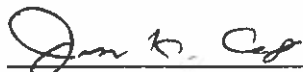
18 **DECISION AND ORDER**

Page 2 of 3

19 *Armi Lynn R. Lujan vs. Department of Administration*
20 Adverse Action Appeal Cases No.: 25-AA10T

1 As a result of Commissioner Morales' recusal, the Commission lacked a
2 quorum to proceed with the hearing. By a 4 to 0 vote, the Commission decided
3 to table the matter and order it back to a Status Hearing to schedule a new
4 hearing date.

5 **SO ORDERED** this 11th day of June, 2026.

6 

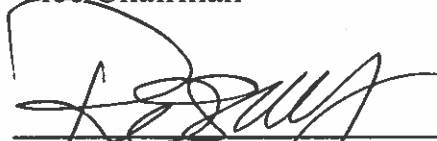
7 **JUAN K. CALVO**
8 Chairman



ANTHONY P. BENAVENTE
Vice Chairman

9 

10 **CATHY O. CATLING**
Commissioner



ROSE MARIE A. MORALES
Commissioner

11 

12 **LUIS R. BAZA**
13 Commissioner

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18 **DECISION AND ORDER**

19 *Armi Lynn R. Lujan vs. Department of Administration*
20 Adverse Action Appeal Cases No.: 25-AA10T

Page 3 of 3



LOU A. LEON GUERRERO
Governor

JOSHUA TENORIO
Lieutenant Governor

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

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



DANIEL D. LEON GUERRERO
Executive Director

BOARD OF COMMISSIONERS – ATTENDANCE ROSTER

Subject:	CSC BOARD MEETING	Meeting Date:	JUNE 11, 2026
Agency:	Civil Service Commission (CSC)	Location:	CSC Board Hearing Room

COMMISSIONER	Title	SIGNATURE OF ATTENDANCE
JUAN K. CALVO	Chairman	
ANTHONY P. BENAVENTE	Vice Chairman	
CATHY O. CATLING	Commissioner	
ROSE MARIE A. MORALES	Commissioner	
LUIS R. BAZA	Commissioner	

For CSC Board Secretary only.

Call to Order: (Meeting START Time)	9:00 ✓ A.M. / () P.M.	Adjourn: (Meeting END Time)	10:21 ✓ A.M. / () P.M.
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Attendance given to the Administrative Services Office for processing of Board Stipends as of:	Signature for Board Stipends processing:
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CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT
GOVERNMENT OF GUAM

**RELATIVE TO COMMENDING MR. FRANCISCO T. GUERRERO UPON HIS
SERVICE, DEDICATION, AND COMMITMENT TO THE
CIVIL SERVICE COMMISSION
CSC RESOLUTION NO. 2026-001**

WHEREAS, FRANCISCO T. GUERRERO served as Commissioner of the Guam Civil Service Commission from May 23, 2022 to April 30, 2026; and,

WHEREAS, during FRANCISCO T. GUERRERO's service, he dedicated his time and efforts to ensure that all matters before the Commission were heard fairly and impartially; and,

WHEREAS, FRANCISCO T. GUERRERO served as a public servant presiding over many adverse actions, appeals, grievances, whistle blower complaints, post audit, pay compensation and other related matters; and,

WHEREAS, FRANCISCO T. GUERRERO will be greatly missed for his insights and hard work; and,

NOW THEREFORE BE IT RESOLVED, that the Civil Service Commission wishes to convey to FRANCISCO T. GUERRERO and his family our sincere gratitude and admiration for his dedicated service to the people of Guam, the employees, the Government of Guam, and the COMMISSION; and,

BE IT FURTHER RESOLVED, that this Resolution be awarded to the family of FRANCISCO T. GUERRERO and copies be transmitted to the Governor, *Maga'håga*, and, Lieutenant Governor, *Sigundo Maga'låhi*, and the Guam Legislature, *I Mina'trentai Ocho Na Liheslaturan Guåhan*.

Duly and regularly adopted this 11th day of June, 2026.

Juan K. Calvo, Chairman

Anthony P. Benavente, Vice Chairman

Cathy O. Catling, Commissioner

Rose Marie A. Morales, Commissioner

Luis R. Baza, Commissioner



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



IN THE MATTER OF:

HECTOR O. MEDINA, JR.,

Complainant,

vs.

GUAM POLICE DEPARTMENT,

Management.

**POST AUDIT
CASE NO.: 26-PA03**

ORDER AFTER HEARING

On June 11, 2026, the Civil Service Commission (Commission) heard a Staff Assessment concerning a complaint filed by Mr. Medina alleging that the Guam Police Department improperly promoted personnel to the rank of Police Officer III.

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ORDER AFTER HEARING

Hector O. Mendina, Jr. vs. Guam Police Department
Post Audit Case No.: 26-PA03

Page 1 of 3

Commissioners present were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Cathy O. Catling, Commissioner Rose Marie A. Morales and Commissioner Luis R. Baza.

Complainant Hector O. Medina, Jr. was present with his lay representative, Robert Koss. Major Andrew Quitugua, Acting Chief of Police (GPD) with lay representative, Maria Brown.

JURISDICTION

The CSC has jurisdiction under 4 G.C.A. §4403(d).

DISCUSSION

Audre King, Personnel Management Analyst I, read the Staff Assessment into the record and answered questions from the Commissioners. The affected Position is Police Officer III.

After hearing the Staff Assessment and concerns raised by the CSC Staff, the Commissioners ruled by a vote of 5 to 0 do the following:

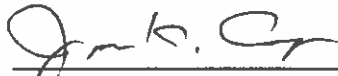
- ☒ Ordered the CSC Staff to conduct a 4 GCA §4403(d) investigation and report the findings to the Commission.
- ☐ Ordered the CSC Staff to take no further action on this matter.

ORDER AFTER HEARING

Hector O. Mendina, Jr. vs. Guam Police Department
Post Audit Case No.: 26-PA03

[] The CSC declines to investigate the complaint due to the lack of four (4) affirmative votes (4 GCA §4402).

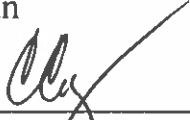
SO ORDERED this 11th day of June, 2026.



JUAN K. CALVO
Chairman



ANTHONY P. BENAVENTE
Vice Chairman



CATHY O. CATLING
Commissioner



ROSE MARIE A. MORALES
Commissioner



LUIS R. BAZA
Commissioner

ORDER AFTER HEARING

Hector O. Mendina, Jr. vs. Guam Police Department
Post Audit Case No.: 26-PA03

Page 3 of 3



**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
ATTORNEY FEES
MITIGATION HEARING**

INTRODUCTION

This matter came before the Civil Service Commission ("Commission") on May 14, 2026 for Attorney Fees Mitigation Hearing as Ordered by the Honorable Judge, John C. Terlaje, Superior Court Case No. SP0046-20.

Commissioners present at the hearing were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Cathy Catling, and Commissioner Rose Marie A. Morales.

DECISION AND JUDGMENT

Lynda B. Aguon vs. Department of Parks & Recreation
Adverse Action Appeal CSC Case No.: 19-AA02T 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 Lay Representative Maria M.
3 Brown from the Office of the Attorney General, on behalf of Management, with
4 Department of Parks and Recreation, Deputy Director, Warren Pelletier who was
5 also in attendance.

6 JURISDICTION

7 Jurisdiction of the Civil Service Commission is based on the Organic Act of
8 Guam at 4GCA 4401 et seq. and relevant personnel rules and regulations and the
9 Courts Order to conduct a Mitigation Hearing regarding attorney fees.

10 DISCUSSION

11 1. Title 4 Guam Code Annotated §4406.1 provides: "If an employee in
12 the classified service retains an attorney to represent him or her before the
13 Civil Service Commission or other applicable administrative body to challenge an
14 adverse action brought against the employee, and the employee prevails in whole
15 or in part before the Civil Service Commission or other applicable administrative
16 body by either receiving a favorable decision from the Commission or body or a
17 withdrawal of the adverse action by the department, agency or instrumentality
18 that brought the adverse action, the employee shall be awarded and paid costs, if
19 any, and reasonable attorney's fees because of such attorney representation from

20 DECISION AND JUDGMENT

Page 2 of 4

21 *Lynda B. Aguon vs. Department of Parks & Recreation*
Adverse Action Appeal CSC Case No.: 19-AA02T SP

1 funds of the department, agency or instrumentality in which the employee was
2 employed..." (cited in part)

3 2. In the Commission's May 12, 2026 Decision and Judgment Re:
4 Mitigation Hearing, the Commission held Employee prevailed in her adverse action
5 case before the Commission.

6 3. The Commission asked questions from Management's lay representative
7 and Employee's counsel, to determine what is reasonable attorney's fees.
8 Commissioner Morales further explained in her experience, charges for cost,
9 paralegal, legal secretary, and legal assistance is reasonable plus tax. The
10 Commission deliberated and determined, Employee paid One Hundred Ten
11 Thousand Dollars (\$110,000.00) in attorney's fees and costs to her former Attorney
12 John Bell for work performed, and paid in this matter an additionally the amount of
13 Eleven Thousand Three Hundred Fifty-Three Dollars and 13/100 (\$11,353.13) in
14 attorney's fees and costs owed to the Law Firm of Phillips & Bordallo, P.C.

15 4. The Commission further finds the total amount of One Hundred Twenty-
16 One Thousand Three Hundred Fifty-Three Dollars and 13/100 (\$121,353.13) in
17 attorney's fees and costs to be reasonable and finds Employee is entitled to
18 reimbursement of her attorney's fees and costs.

19 //

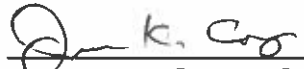
20 **DECISION AND JUDGMENT**

21 *Lynda B. Aguon vs. Department of Parks & Recreation*
Adverse Action Appeal CSC Case No.: 19-AA02T SP

RULING

The Commission voted 4 to 0 in favor of Employee, on the attorney's fees in compliance with the SP0046-20 Court Order, in the total amount of One Hundred Twenty-One Thousand Three Hundred Fifty-Three Dollars and 13/100 (\$121,353.13).

SO ORDERED this 11th day of June, 2026.


JUAN K. CALVO
Chairman


ANTHONY P. BENAVENTE
Vice Chairman


CATHY O. CATLING
Commissioner


ROSE MARIE A. MORALES
Commissioner


LUIS R. BAZA
Commissioner

DECISION AND JUDGMENT

Lynda B. Aguon vs. Department of Parks & Recreation
Adverse Action Appeal CSC Case No.: 19-AA02T SP