

Re: Messages & Communications Doc. No. 38GL-26-2460 through 2468.

From Guam Legislature Clerks <clerks@guamlegislature.gov>
Date Wed 6/17/2026 2:36 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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Thank you

From: 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Sent: Wednesday, June 17, 2026 2:21 PM
To: Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc: Frank Blas Jr. <speakerblas@guamlegislature.gov>
Subject: Messages & Communications Doc. No. 38GL-26-2460 through 2468.

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2460 through 2468** for processing:

✓	38GL-26-2460	Guam Memorial Hospital Authority	Board of Trustees Meeting Packet for May 27, 2026*
✓	38GL-26-2461	Department of Revenue and Taxation	Income Tax Refund Status Report for the Month Ending May 2026*
✓	38GL-26-2462	Consolidated Commission on Utilities	Regular Board Meeting Packet for June 12, 2026*
✓	38GL-26-2463	Guam Power Authority	Notification of Temporary Assignment or Detail – Lamour Arurang, Heavy Equipment Mechanic II, 6/14/26*
✓	38GL-26-2464	Guam Fire Department	FY2024 Citizen-Centric Report*
✓	38GL-26-2465	Public Defender Service Corporation - Government of Guam	Board of Trustees Meeting Packet for June 15, 2026*
✓	38GL-26-2466	Civil Service Commission	Board Meeting Packet for June 16, 2026*
✓	38GL-26-2467	Guam Preservation Trust	Financial Statement for May 31, 2026*
✓	38GL-26-2468	Guam Community College	Graduate Employment Report for the Class of 2022 to 2025*

Please retrieve Doc. No. 38GL-26-2460, 2462 and 2465 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-26-2466*

2 messages

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

Wed, Jun 17, 2026 at 10:14 AM

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

Håfa Adai,

Please see attached M&C Doc. No. 38GL-26-2466

38GL-26-2466	Civil Service Commission	Board Meeting Packet for June 16, 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: Tue, Jun 16, 2026 at 12:01 PM

Subject: CSC BOARD MEETING (JUNE 16, 2026)

To: Litigation Division <civillitigation@oagg.guam.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, June 16, 2026.

- Commissioner Attendance Roster.

- Agenda.

- Signings:

- 1) Order after Hearing: Glenn Nelson vs. Port Authority Of Guam; Case No. 25-GRE06
- 2) Decision & Order: Charlyn Jessica Terlaje vs. Office of the Attorney General of Guam; Case No. 26-GRE01
- 3) Decision & Order: Rodney and Florence Taitague vs. Guam Public Library; Case No. 26-NP001
- 4) Decision & Order: Jesse and Linda Aguon vs. Guam Public Library; Case No. 26-NP002

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
Email: angielyn.pangelinan@csc.guam.gov

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7 attachments

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31K
-  **COMMISSIONERS ATTENDANCE FOR JUNE 16.pdf**
31K
-  **CASE NO.26-NP001.pdf**
105K
-  **CASE NO. 26-NP002.pdf**
61K
-  **CASE NO. 26-GRE01.pdf**
82K
-  **CASE NO.25-GRE06.pdf**
129K
-  **38GL-26-2466.pdf**
1749K

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

Wed, Jun 17, 2026 at 11:21 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 (JUNE 16, 2026)

3 messages

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

Tue, Jun 16, 2026 at 12:01 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>

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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, June 16, 2026.

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- Agenda.
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 - 3) Decision & Order: Rodney and Florence Taitague vs. Guam Public Library; Case No. 26-NP001
 - 4) Decision & Order: Jesse and Linda Aguon vs. Guam Public Library; Case No. 26-NP002

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

Email: angielyn.pangelinan@csc.guam.gov

csc.guam.gov

Doc Type: 38GL-26-2466
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.

June 16, 2026

Time: 12:01 PM

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129K

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

Tue, Jun 16, 2026 at 1:03 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]

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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>

Tue, Jun 16, 2026 at 2:56 PM

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

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

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

(671)969-6456

speakerblas@guamlegislature.gov

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On Tue, Jun 16, 2026 at 12:01 PM Angielyn Pangelinan <angielyn.pangelinan@csc.guam.gov> wrote:

[Quoted text hidden]

CIVIL SERVICE COMMISSION

Commissioner Sethison Sidi

"CSC IS THE VANGUARD OF THE MERIT SYSTEM"

GOVERNMENT OF GUAM

1 Golieton Graham



BOARD MEETING AGENDA

Tuesday, June 16, 2026 at 9:00 A.M.

(In Person & Livestream)

I. CALL TO ORDER.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) Nepotism Hearing.

Rodney and Florence Taitague vs. Guam Public Library; Case No.: 26-NP001

2) Nepotism Hearing.

Jesse and Linda Aguon vs. Guam Public Library; Case No.: 26-NP002

3) Grievance Hearing.

Cory Jo S. Mantanona vs. Department of Public Health & Social Services; Case No.: 25-GRE29

IV. OLD BUSINESS:

4) Motion Hearing.

Roseanne Fejaran vs. Department of Administration; Case No.: 26-AA01T

5) Signing: Order after Hearing.

Glenn Nelson vs. Port Authority of Guam; Case No.: 25-GRE06

6) Signing: Decision & Order.

Charlyn Jessica Terlaje vs. Office of the Attorney General; Case No.: 26-GRE01

V. GENERAL BUSINESS: None.

VI. ADJOURNMENT.



38GL-26-2466

Messages and Communications

RECEIVED

COMMITTEE ON RULES

June 17, 2026

10:14 a.m.

Marie Crisostomo

Agenda approved by:

Daniel D. Leon Guerrero, CSC Executive Director

Telephone (Telfon): (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



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 16, 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)	10:37 ☒ 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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**BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS**

IN THE MATTER OF:

CHARLYN TERLAJE,

Employee,

vs.

**OFFICE OF THE ATTORNEY
GENERAL,**

Management.

**GRIEVANCE APPEAL
CASE NO.: 26-GRE01**

DECISION AND ORDER

INTRODUCTION

This matter came before the Civil Service Commission ("Commission") on May 21, 2026, to hear Management's Motion to Dismiss, for Lack of Subject Matter Jurisdiction.

DECISION AND ORDER

Charlyn Terlaje vs. Office of the Attorney General
Grievance Appeal Case No.: 26-GRE01

Page 1 of 4

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

Present for Management was the Office of the Attorney General, John Salas, acting under a written Delegation of Authority, with Lay Representative Maria Brown. The Employee, Charlyn Terlaje was also present, with her Lay Representative, Robert Koss.

JURISDICTION

The jurisdiction of the Civil Service Commission is based on the Organic Act of Guam 4 GCA §§ 4401. *et seq.* and relevant Personnel Rules and Regulations.

DISCUSSION

At the onset of the Motion Hearing, Lay Representative Maria Brown motioned for a continuance pursuant to Adverse Action Rule 9.4 on the grounds that she was just assigned the case and needed more time to prepare. Chairman Juan Calvo pointed out that the matter before the Commission was a grievance and the appropriate rule is Grievance Rule

//

DECISION AND ORDER

Charlyn Terlaje vs. Office of the Attorney General
Grievance Appeal Case No.: 26-GRE01

Page 2 of 4

1 G12. The Chairman then made a motion to invoke Civil Service
2 Commission Rule G21 and to proceed with hearing the motion. By a vote
3 of 4 to 0, the Commission decided not to hear oral arguments on
4 Management's written motion(s).

5 During the deliberation regarding the motion to dismiss,
6 Commissioner Calvo articulated that Management's request was predicated
7 on a lack of jurisdiction, citing the Employee's failure to submit the Step 3
8 grievance by the established deadline of February 16, 2026, with receipt
9 occurring on February 18, 2026. Commissioner Calvo further explained
10 that the Department of Administration Personnel Rules and Regulations
11 (DOA PR&R) Rule 12.700 mandates the formation of a Step 3 Committee
12 as a procedural prerequisite by the Agency Head to issue the final
13 determination. Consequently, Deputy Joseph Guthrie's unilateral dismissal
14 of the grievance without a committee review violated DOA PR&R Rule
15 12.702. The policy explicitly delegates the responsibility for assessing the
16 timeliness of grievance submissions to the Step 3 Committee, thereby
17 rendering the Deputy's independent action procedurally invalid.

18 //

19 **DECISION AND ORDER**

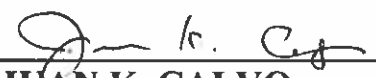
20 *Charlyn Terlaje vs. Office of the Attorney General*
Grievance Appeal Case No.: 26-GRE01

Page 3 of 4

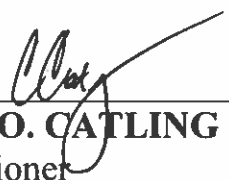
RULING

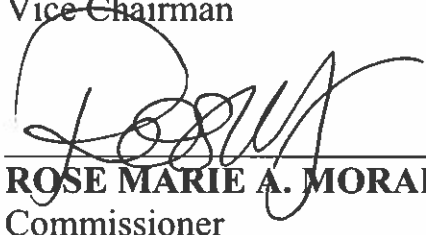
The Commission voted 4 to 0 to deny Management's motion to dismiss, thereby permitting the case to proceed to a Grievance hearing.

SO ORDERED this 16th 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 ORDER

Charlyn Terlaje vs. Office of the Attorney General
Grievance Appeal Case No.: 26-GRE01



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



**IN THE MATTER OF:
JESSE AND LINDA AGUON,**

Complainant,

vs.

**GUAM PUBLIC LIBRARY
SYSTEM,**

Management.

**NEPOTISM
CASE NO.: 26-NP002**

DECISION AND ORDER

On June 16, 2026, the Civil Service Commission (Commission) heard a Nepotism request for approval, pursuant to the Department of Administration, Personnel Rules and Regulations (DOA PR&R) Rule 3.200 Nepotism, concerning Mr. Jesse and Linda Aguon, employees from the Guam Public Library System (GPLS), and from GPLS Director Ms. Angie Taitague.

DECISION AND ORDER

*Jesse and Linda Aguon vs. Guam Public Library
Nepotism Case No.: 26-NP002*

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.

Mr. Jesse and Linda Aguon were present, pro se. Present for management was Ms. Angie Taitague, GPLS Director.

JURISDICTION

The CSC has jurisdiction under the DOA PR&R Rule 3.200 NEPOTISM.

DISCUSSION

The Commissioners asked questions from the parties and after hearing the concerns raised by the Parties,

☒ Approve an exemption to the Nepotism Rules for **Jesse and Linda Aguon** at the Guam Public Library System pursuant to DOA PR&R 3.200 Nepotism. Finding that their continued work together is for the good of the service for the Agency. Furthermore be it ordered that the two employees shall **NOT** serve in a direct supervisor – subordinate role and that the Agency Organizational Chart shall be amended to reflect this Order.

☐ Disapprove the request for Nepotism for **Jesse and Linda Aguon** at the Guam Public Library System pursuant to DOA PR&R 3.200 Nepotism.

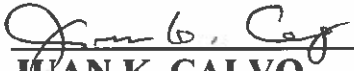
//

DECISION AND ORDER

Jesse and Linda Aguon vs. Guam Public Library
Nepotism Case No.: 26-NP002

[] The CSC declines to make a ruling, due to the lack of four
(4) affirmative votes (4 GCA §4402).

SO ORDERED this 16th day of June, 2026.



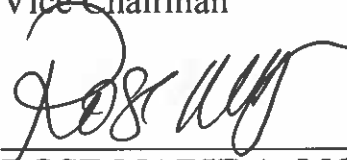
JUAN K. CALVO
Chairman



ANTHONY P. BENAVENTE
Vice Chairman



CATHY O. CATLING
Commissioner



ROSE MARIE A. MORALES
Commissioner



LUIS R. BAZA
Commissioner

DECISION AND ORDER

Jesse and Linda Aguon vs. Guam Public Library
Nepotism Case No.: 26-NP002

Page 3 of 3



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



**IN THE MATTER OF:
GLENN NELSON,**

Employee,

vs.

**PORT AUTHORITY OF GUAM,
Management.**

**GRIEVANCE APPEAL
CASE NO.: 25-GRE06**

ORDER AFTER HEARING

This matter came before the Civil Service Commission ("Commission") on May 14, 2026 for Employee's Motion for Reconsideration of the Commission's prior denial of Employee's Grievance Appeal. Commissioners present were: Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose Marie Morales, and Commissioner Cathy O. Catling.

//

ORDER AFTER HEARING
Glenn Nelson vs. Port Authority of Guam
Grievance Appeal Case No.: 25-GRE06

Page 1 of 6

1 Management was present through Acting General Manager Dominic Muña,
2 and Management was represented by attorney James L. Canto II. Employee Glenn
3 Nelson was present with his attorney of record, Michael F. Phillips.

4 5 **I. JURISDICTION**

6 The jurisdiction of the Civil Service Commission over reconsideration
7 motions is based upon 5 GCA § 9235.

8 9 **II. FINDINGS**

10 At the onset of the hearing on Employee's reconsideration motion, the
11 Commission voted 4 to 0 to proceed with the Motion Hearing without hearing oral
12 argument from both parties, pursuant to Civil Service Commission Rules of
13 Procedure for Grievance Appeals, Rule G21.

14 The Commission, having considered Employee's Motion for
15 Reconsideration, now makes the following factual findings:

16 1. On May 14, 2025, Employee filed a grievance appeal against the Port
17 Authority of Guam, alleging that statements made by the General Manager during
18 a public legislative oversight hearing were defamatory, retaliatory, and improper.

19 ¹ Commissioner Morales seconded the motion to forgo oral arguments by the parties as this
20 matter was a reconsideration that already has been heard.

2. At a grievance hearing held January 6, 2026, the Commission made findings of fact based upon the documentary exhibits submitted by the parties, deliberated, and voted 4 to 0 to deny Employee's grievance appeal, finding that Employee did not meet his burden to prove the allegations in his grievance.

3. The Decision and Judgment denying the grievance appeal was issued February 12, 2026 and served on both parties.

4. Employee filed a Motion for Reconsideration of the grievance denial on March 3, 2026. Management filed a written opposition to the motion for reconsideration on March 31, 2026.

5. Employee based his reconsideration motion on the claim that the Commission's "Decision reflects findings that no adverse action occurred," yet Employee alleges he received "Formal Disciplinary Action" in the form of "the May 15, 2025 Notice of Proposed Adverse Action," and that he received "Subsequent discipline" in the form of a "Letter of Warning issued after the proposed action was not finalized." (Emp. Mtn. at pp. 2&3).

III. DELIBERATIONS

1. Statements by Chairman Juan K. Calvo:

Referring to the Notice of Proposed Adverse Action, the Chairman stated that a proposed discipline is not an adverse action, and that a Notice of Proposed

ORDER AFTER HEARING
Glenn Nelson vs. Port Authority of Guam
Grievance Appeal Case No.: 25-GRE06

1 Adverse Action is only the first step in the adverse action procedure that preserves
2 Employee's due process rights. He further stated that Management did not issue a
3 Final Notice of Adverse Action, and therefore no adverse action was taken against
4 Employee and the Chairman noted that no suspension, demotion, or termination
5 was imposed on Employee. The Chairman stated that a Letter of Warning is not an
6 adverse action. He further stated that a grievance must allege a violation of policy,
7 law, rule, or regulation, and that an adverse action appeal cannot be made a part of
8 a grievance appeal. The Chairman also stated that, if Employee perceives retaliation,
9 he should have filed a complaint under the Public Employee Protection Act, which
10 is a different process than his grievance appeal. The Chairman concluded his
11 remarks by stating that he saw no record or evidence of retaliation, and that
12 Employee did not carry his burden to prove his reconsideration motion.

13
14 2. Statements by Vice Chairman Anthony P. Benavente:

15 The Vice Chair stated that, in considering the reconsideration motion, he
16 reviewed all the grievance appeal exhibits again, the previous decision by the
17 Commission and found nothing's changed from the facts in how they decided the
18 case. He stated that he also focused on looking for evidence of retaliation against
19 Employee but found that Employee was never treated unfairly. The Vice Chair also

1 stated that he does not believe that, by filing a grievance, an employee cannot be
2 disciplined for any behavior related to filing the grievance, no matter how bad the
3 behavior. He also stated that he looked into the content of the Notice of Proposed
4 Adverse Action and found that there was good reason for its issuance, and that the
5 actions alleged in the Notice of Proposed Adverse Action were not made up and
6 were well documented in the record.

7
8 3. Statements by Commissioner Rose Marie A. Morales:

9 Commissioner Morales stated that she reviewed the packet of grievance
10 appeal exhibits in considering the reconsideration motion, and that she found
11 nothing different to justify reversing the Commission's prior decision denying the
12 grievance appeal. She added that the Employee was given opportunities to address
13 the Commission on his grievance appeal.

14
15 4. Statements by Commissioner Cathy O. Catling:

16 Commissioner Catling stated that she agreed with the remarks by Commissioner
17 Morales, and she added that a Letter of Reprimand is not an adverse action, and that
18 it is not reviewable as an adverse action under 5 GCA § 4403(b).

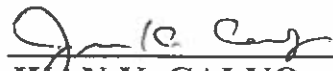
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IV. VOTE

The Commission voted 4 to 0 and finds that Employee did not meet his burden to prove that the Commission should reconsider its prior decision denying Employee's Grievance Appeal, and therefore Employee's Motion for Reconsideration is denied.

SO ORDERED this 16th 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:
RODNEY AND FLORENCE
TAITAGUE,**

Complainant,

vs.

**GUAM PUBLIC LIBRARY
SYSTEM,**

Management.

**NEPOTISM
CASE NO.: 26-NP001**

DECISION AND ORDER

On June 16, 2026, the Civil Service Commission (Commission) heard a Nepotism request for approval, pursuant to the Department of Administration, Personnel Rules and Regulations (DOA PR&R) Rule 3.200 Nepotism, concerning Mr. Rodney and Florence Taitague, employees from the Guam Public Library System (GPLS), and from GPLS Acting, Director Ms. Angie Taitague.

DECISION AND ORDER

Rodney and Florence Taitague vs. Guam Public Library
Nepotism Case No.: 26-NP001

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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.

Mr. Rodney and Florence Taitague were present, pro se. Present for management was Ms. Angie Taitague, GPLS Acting, Director.

JURISDICTION

The CSC has jurisdiction under the DOA PR&R Rule 3.200 NEPOTISM.

DISCUSSION

The Commissioners asked questions from the parties and after hearing the concerns raised by the Parties the Commissioners ruled by a vote of 5 to 0 do the following:

☒ Approve an exemption to the Nepotism Rules for **Rodney and Florence Taitague** at the Guam Public Library System pursuant to DOA PR&R 3.200 Nepotism. Finding that their continued work together is for the good of the service for the Agency. Furthermore be it ordered that the two employees shall **NOT** serve in a direct supervisor – subordinate role and that the Agency Organizational Chart shall be amended to reflect this Order.

☐ Disapprove the request for Nepotism for **Rodney and Florence Taitague** at the Guam Public Library System pursuant to DOA PR&R 3.200 Nepotism.

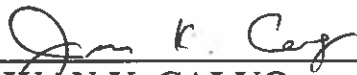
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DECISION AND ORDER

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Nepotism Case No.: 26-NP001

[] The CSC declines to make a ruling, due to the lack of four
(4) affirmative votes (4 GCA §4402).

SO ORDERED this 16th 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 ORDER

Rodney and Florence Taitague vs. Guam Public Library
Nepotism Case No.: 26-NP001

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