

Messages & Communications Doc. No. 38GL-26-2879 through 2883.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Date Mon 9/21/2026 3:31 PM
To Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

5 attachments (24 MB)

92126COMM Doc. No. 38GL-26-2879.pdf; 92126COMM Doc. No. 38GL-26-2881.pdf; 92126COMM Doc. No. 38GL-26-2880.pdf; 92126COMM Doc. No. 38GL-26-2882.pdf; 92126COMM Doc. No. 38GL-26-2883.pdf;

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-2879 through 2883** for processing:

✓	38GL-26-2879	Guam Department of Education	Guam Education Board Regular Board Meeting Packet for September 15, 2026*
✓	38GL-26-2880	Department of Public Health and Social Services	Guam Board of Examiners for Dentistry Regular Board Meeting Packet for September 16, 2026*
✓	38GL-26-2881	Civil Service Commission	Board Meeting Packet for September 17, 2026*
✓	38GL-26-2882	Department of Public Health and Social Services	Guam Board of Barbering and Cosmetology Board Meeting Packet for September 14, 2026*
✓	38GL-26-2883	Office of the Governor of Guam	Appointment and Supporting Documents for Frances A. Castro, Member, Guam Environmental Protection Agency Board of Directors.

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-26-2881*

2 messages

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

Fri, Sep 18, 2026 at 10:12 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-26-2881

38GL-26-2881	Civil Service Commission	Board Meeting Packet for September 17, 2026*
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*Si Yu'os Ma'åse'**Bernice Rivera*

Administrative Assistant

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

speakerblas@guamlegislature.gov

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

From: **Christine Quinata** <christine.quinata@csc.guam.gov>

Date: Thu, Sep 17, 2026 at 11:44 AM

Subject: Civil Service Commission - Public Hearing on Thursday, September 17, 2026

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>, Vickilynn Sablan <vickilynn.sablan@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

Hafa Adai

In compliance with 1 GCA Chapter 18, Article 4, Section 1840, and as mandated under 4 GCA Section 4403(a), the Civil Service Commission submits the following documents from its Board meeting conducted on Thursday, September 17, 2026:

- Commissioner Attendance Roster
- Agenda
- Signed Resolution
- Final Post-Audit Rules and Regulations

5 attachments

-  **SEPT.17.2026 COMMISSIONER ROSTER.pdf**
71K
-  **SEPT.17.2026 PUBLIC HEARING AGENDA.pdf**
38K
-  **PA R&R FINAL 9-17-26.pdf**
278K
-  **POST AUDIT SIGNED.pdf**
57K
-  **38GL-26-2881.pdf**
1689K

38th Committee On Rules <committeeonrules@guamlegislature.gov>

Mon, Sep 21, 2026 at 2:58 PM

To: "Speaker Frank Blas Jr." <speakerblas@guamlegislature.gov>

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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[Quoted text hidden]



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

Civil Service Commission - Public Hearing on Thursday, September 17, 2026

3 messages

Christine Quinata <christine.quinata@csc.guam.gov>

Thu, Sep 17, 2026 at 11:44 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>, Vickilynn Sablan <vickilynn.sablan@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

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- Signed Resolution
- Final Post-Audit Rules and Regulations

Doc Type: 38GL-26-2881
OFFICE OF THE SPEAKER

FRANK F. BLAS, JR.

September 17, 2026

Time: 11:44 AM

Received:

4 attachments



SEPT.17.2026 COMMISSIONER ROSTER.pdf
71K



SEPT.17.2026 PUBLIC HEARING AGENDA.pdf
38K



PA R&R FINAL 9-17-26.pdf
278K



POST AUDIT SIGNED.pdf
57K

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

Thu, Sep 17, 2026 at 12:12 PM

To: Christine Quinata <christine.quinata@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>, Vickilynn Sablan <vickilynn.sablan@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

Hafa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.****I Mina'trentai Ocho na Liheslaturan Guåhan 38th Guam Legislature****Guam Congress Building, 163 Chalan Santo Papa, Hagatña****(671)969-6456****speakerblas@guamlegislature.gov**

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[Quoted text hidden]

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

Thu, Sep 17, 2026 at 1:56 PM

To: Christine Quinata <christine.quinata@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>, Vickilynn Sablan <vickilynn.sablan@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

Received. Thank you,

On Thu, Sep 17, 2026 at 11:44 AM Christine Quinata <christine.quinata@csc.guam.gov> wrote:

[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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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:	SEPTEMBER 17, 2026
Agency:	Civil Service Commission (CSC)	Location:	CSC Board Hearing Room

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

For CSC Board Secretary only.

Call to Order: (Meeting START Time)	() A.M. / () P.M.	Adjourn: (Meeting END Time)	() 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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38GL-26-2881
Messages and Communications

RECEIVED
COMMITTEE ON RULES
September 18, 2026

10:12 a.m.

Mario Crisostomo

Doc. No. 38GL-26-2881.*

CIVIL SERVICE COMMISSION

Komision i Setbisyon Sibit

"CSC IS THE VANGUARD OF THE MERIT SYSTEM"

GOVERNMENT OF GUAM

I Gobiernu Guahan



PUBLIC HEARING AGENDA

Thursday, September 17, 2026 at 9:00 A.M.

(In Person & Livestream)

- I. CALL TO ORDER.**
- II. APPROVAL OF MINUTES:** None.
- III. NEW BUSINESS:**
 - 1) Opening Remarks.**
 - 2) Public Input.**
 - 3) Adopting Amendments of the Proposed Post-Audit Rules and Regulations.**
 - 3) Formal Adoption of Post-Audit Rules and Regulations.**
- IV. GENERAL BUSINESS:** None.
- V. ADJOURNMENT.**


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

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

POST AUDIT

RULES AND REGULATIONS

§ 2401. Jurisdiction

The Civil Service Commission (CSC) adopts these Rules and Regulations under the authority granted by 4 GCA §4403(d)(3) and §4409. These Rules become effective on _____, 2026.

§ 2402. Intent, Purpose and Commitment to Fair Employment

The Government of Guam operates under the Organic Act of Guam, which mandates that every appointment and promotion within governmental departments and agencies be based on a merit system. This ensures that employment decisions are made fairly, using competitive tests and evaluations rather than personal or political influence. To uphold these standards, the Guam Legislature established the Civil Service Commission (CSC). The CSC is tasked with the oversight and management of this system, ensuring that every personnel action reflects the integrity of the government's personnel policies (4 G.C.A. § 4101).

- (a) The role of a "Post-Audit" is a formal review process used to verify that personnel actions comply with the merit system. The Legislature has granted the CSC discretionary authority to investigate these actions. A Post-Audit is a safeguard—it is a fact-finding inquiry designed to maintain transparency and accountability across all departments and agencies.
- (b) When a personnel action is reviewed or a complaint is received, the process follows a structured path to ensure due process for all parties involved.
 - (1) Once a Complaint is received the CSC shall conduct a preliminary review as outlined in §2408.1 below.
- (c) Based on the preliminary review the CSC shall take a vote whether to move forward with an investigation. If the CSC votes to move forth with an investigation, the CSC Staff shall conduct a thorough investigation into the actions taken by Management. If the CSC declines to move forth with an investigation the case shall be closed.
- (d) If the investigation reveals sufficient evidence of a violation, the CSC may convene a meeting to vote on the issuance of a Notice of Alleged Violation (NAV) to the Agency Head. This formal notice outlines the suspected non-compliance.
- (e) Fairness is central to our process. Upon receiving a NAV, the Agency Head is granted 10 days to provide a formal written response to the allegations. This ensures that the CSC reviews all sides of the matter before taking action.
- (f) After reviewing the investigation and the agency's written response, the CSC will schedule a hearing. During this session, the CSC will make a final decision to either uphold the personnel action or, if a violation is confirmed, declare it **null and void**.

§ 2403. Definitions

The following shall be used in interpreting this article.

- (a) **Agency Head** means the Appointing Authority,
- (b) **Classified Service** as defined in 4 G.C.A. §4102(b)- Refers to a “position” an employee occupies not what the personnel action may read. The CSC may also utilize 4 GCA §§4105 & 4106 in determining if the position falls into a “Classified Service” position.
- (c) **Complaint** is a written allegation that a personnel action has been issued in violation of law, rule or regulation.
- (d) **Complainant** is a person(s) filing complaint.
- (e) **Filed Personnel Action** is a completed personnel action submitted to the CSC that complies with these Rules and all requirements of, including but not limited to, timeliness as set forth in 4 G.C.A. §4403(e).
- (f) **Personnel Action** is any action affecting an employee’s status by law or rule. Usually memorialized in the form of a Notice of Personnel Action.
- (g) **Null and Void** is the CSC action invalidating a personnel action as if never existed. Void ab initio void from the beginning.
- (h) **Notice of Personnel Action** is the official notification of personnel change (NOPA).
- (i) **Unclassified Service:** As defined in 4 G.C.A. §4102(a)- Refers to a “position” an employee occupies not what the personnel action may read. Note: the fiscal year budget may identify additional unclassified service positions.

§ 2404. Complainant

- (a) Any person believing a personnel action violates laws, rules or regulations may file a complaint.
- (b) The Executive Director may initiate a written complaint under his or her authority or at the recommendation of the staff of the CSC. The Executive Director may define the scope of the post-audit to include the agency and which types of personnel actions will be audited.

§ 2405. Requirements for Personnel Action or Complaint to be Filed.

- (a) All Personnel Actions. Must include:
 - (1) Notice of Personnel Action (NOPA)
 - (2) Abstract- Summary of each NOPA
- (b) Written Complaint: (4 G.C.A. §4403(d)(3))
 - (1) The Executive Director may file a written complaint as stated in rule §2404 above.
 - (2) All other parties filing a complaint must include:
 - (A) Complainant’s name, agency, job title (if applicable)
 - (B) Description of the personnel action, the alleged violation or the circumstances that form the basis of the complaint.
 - (C) Representative’s name (if any)
 - (D) Contact information (mailing address, email, phone)
 - (E) Signature (electronic/fax accepted)
- (c) Incomplete Complaints

- (1) The CSC staff will notify a Complainant if a Complaint is incomplete.
- (2) If the Complaint is not completed by the Complainant, within 10 days of initial contact, it shall be noted in a staff report to include communications with the Complainant to complete the Complaint.
- (3) The Commissioners will make a determination on how to proceed with the matter based on the staff report of the incomplete Complaint.
- (d) The 180-day clock starts the day after a personnel action or complaint is filed – whichever comes first.
- (e) A personnel action may only be post audited once.

§ 2406. Filing Personnel Actions (Agencies Only)

- (a) Personnel Actions must be complete and filed by an agency:
 - (1) In person, 8a.m. – 5p.m. Monday - Friday (excluding: weekends & holidays)
 - (2) Hard copy
 - (3) Filed Personnel Actions are those Personnel Actions that comply with § 2405 above.
 - (4) Incomplete Personnel Actions shall not be considered filed and shall be returned to the agency to be completed and resubmitted.

§2407. Complaints and Withdrawals of Complaints:

- (a) Complaints must be in writing.
 - (1) Complaint forms must be completed and signed by the Complainant.
 - (2) In person, between the hours of 8a.m. – 5p.m. Monday - Friday (excluding: weekends & holidays)
 - (3) Complaints may not be filed anonymously.
- (b) Withdrawal of Complaints
 - (1) Once a Complaint has been completed and filed, it may only be withdrawn by the filing of a written request to withdraw by the Complainant or death of Complainant. A request for withdrawal shall be decided at hearing before the Commissioners. Investigations shall **not** automatically stop upon the filing of request for withdrawal but shall continue until the CSC votes to terminate the investigation. All filed complaints, even if withdrawn, shall remain in the CSC files as a permanent record.
 - (2) At the withdrawal hearing, the Commissioners may decide by a minimum vote of 4 to:
 - A) Grant or deny the written withdrawal request of the Complainant; and
 - B) Order the Executive Director to either continue or discontinue with the investigation and post audit process.
 - C) If the motion fails to receive the required minimum of four (4) affirmative votes from the Commissioners, the request to remove or withdraw the complaint is denied.

§ 2408. Service of Documents

- (a) Once a complaint has been filed, documents must be served by one of the following:

- (1) In person, between the hours of 8a.m. – 5p.m. Monday – Friday (excluding: weekends & holidays)
- (2) Personal delivery (Agencies must serve hard copies when required)
- (3) Email or e-filing

§ 2408.1 Preliminary Review

- (a) Upon receiving a written Complaint, a Post-Audit case number shall be assigned.
- (b) A Notice of Filing shall be sent by the CSC Staff to the Complainant and Agency Head.
- (c) The CSC staff shall complete an initial assessment report to present to the CSC at a duly scheduled meeting.
- (d) The CSC shall consider the initial assessment report and at a minimum consider the following:
 - (1) Jurisdiction
 - (2) Timely filing of the Complaint
 - (3) Is the Complaint moot
 - (4) Should the CSC proceed with a investigation into the complaint.
 - (5) Complainant's cooperation- see §2413(a)

After reviewing the initial assessment and recommendations from the CSC Staff, the CSC may vote to do the following:

- a. Dismiss the Complaint with no further action.
- b. Move forth with a formal investigation to be conducted by the staff of the CSC.

§ 2409. 180-Day Limitation

- (a) CSC must act within 180 calendar days from the completed filing of a personnel action or complaint. Final decisions of the CSC must be sent to *I Liheslatura* the next working day. (See §2405(d) above)
- (b) Agency heads must cooperate with the investigation. Non-cooperation will be documented in the CSC Staff reports to the CSC, including any appearance that Management is concealing critical information.
- (c) If the agency head fails to cooperate and assist with the CSC's investigation. The Executive Director shall transmit a FOIA request notice¹ informing the agency head that the failure to cooperate with the investigation, as required pursuant to 4 GCA §4403(d)(1) may lead to action against the agency head as permitted under FOIA.
- (d) In a situation where no personnel action has been filed at the CSC, a post-audit complaint must be filed no later than one year (365 days) from the date of the personnel action. Complaints filed after one year (365 days) shall **not** be investigated. This self-imposed

¹ See 5 G.C.A. §10103

time limitation is a choice made by the CSC as authorized 4 G.C.A. §4303(d). ² (See also § 2405(d) above)

§ 2410. Representatives

All representatives must file an “Entry of Appearance” including: name, mailing address, phone, fax, email, and other contact info.

§ 2411. Intentionally left blank

§ 2412. Filed Personnel Action Report

- (a) The CSC “may” conduct investigations as authorized by 4 GCA §4403(d).
- (b) The staff of the CSC shall review all personnel actions filed with the CSC.
- (c) If violations of law, rules or regulations are discovered through the review process the matter shall be brought to the attention of the Executive Director who in turn may initiate a complaint under Section 2405(b).
- (d) Thereafter the matter shall proceed as a Complaint outlined in Section 2408.1 above.

§ 2413. [§4403(d)] Investigation

- (a) CSC staff may meet and interview the Complainant to begin the investigatory process. If the Complainant refuses to cooperate with the staff, it shall be documented by the staff and a recommendation to dismiss the matter may be forwarded for the CSC to consider dismissing the investigation. The matter may be dismissed with or without prejudice given the time standard established by 4 GCA §4403(d)(1)(B)
- (b) CSC staff shall meet and interview the agency head, other agency or government employees, including the affected employee, and others if necessary.
- (c) CSC staff may require documentation to be provided as part of the investigation. All individuals being interviewed should provide a hard copy or scanned copy to the CSC staff on the same day of the interview.
- (d) In order to ensure that the CSC complies with the 180 day time standard established by 4 GCA §4403(d)(2)(B), then the agency head shall ensure documents requested in (c) above are provided on the same day of the interview. If the CSC staff does not receive scanned copies of documents requested, the Executive Director shall notify the agency head that a freedom of information request will be issued and made part of the report. The agency head may work with the CSC staff if the documents requested are not readily available.
- (e) The agency head is required to cooperate and assist with the §4403(d) investigation. (See 4 GCA §4403(d)(1)(a)). If the agency head fails to cooperate or assist in the investigation,

² 4 G.C.A. §4403(d) The Commission “may” investigate... The Commission chooses to not investigate or post-audit personnel actions that have been issued for more than a year. (365 days)

then the CSC staff shall notate the attempts that were made to secure interviews requested and submit the information as part of the investigation report.

§ 2414. Investigatory Report Presentation

Upon completing an investigation, the Executive Director or his/her designee shall prepare a written report which may include a recommendation that the allegations made in the complaint are sustained or not sustained. The report shall be presented to the CSC at a noticed Public Hearing. The purpose of the report is to inform the CSC that sufficient facts do or do not exist to sustain the allegations of the Complaint. As a result of the presentation of the report the CSC may decide by a vote of 4 or more members to do the following:

- (a) Conclude that insufficient facts exist to warrant the issuance of a Notice of Alleged Violation.
- (b) Request the staff to gather more information as part of the investigation and report back to the CSC.
- (c) Issue a Notice of Alleged Violation to the agency head.
- (d) If less than 4 votes are secured the matter shall be dismissed.

§2415. Notice of Alleged Violation (NAV)

A written NAV detailing alleged violation(s) and proposed nullification of the personnel action shall be delivered to the agency head.

- (a) The agency head shall be given 10 calendar days after receipt of the Notice of Alleged Violation to respond to the allegations before the CSC makes a final decision.
- (b) Note any responses submitted by the agency head after ten (10) calendar days will not be considered. (See 4 GCA §4303(d)(2)(A) fixing ten calendar day by statute) (See also Guam Public School System v. Narcisso and CSC, Superior Court of Guam, SP0245-08 (Sept. 2009))

§ 2416. Agency Head Response

The agency head shall respond in writing within ten (10) calendar days after receipt of the Written Notice of Alleged Violation. The agency head's response to the alleged violation shall include, but not limited to, the following:

- (a) A statement if the agency head agrees or disagrees with the allegations made in Notice of Alleged Violation.
- (b) An explanation why the personnel action is/was appropriate or Inappropriate.
- (c) Any additional documents or declarations supporting the agency head's decision in issuing the personnel action in question.
- (d) Hard copy, original and twelve (12) sets of documents including any declarations must be submitted in person to the CSC.
- (e) Agency Head responses will be deemed served by filing via facsimile or email up to 11:59

p.m. of the 10th calendar day. Hard copies must be submitted no later than 10:00 a.m. the following working day.

- (f) Any other information requested by the CSC.
- (g) Any and all filings received prior to the completion of the investigation will be documented as part of the CSC's Staff report and will be considered as part of Management's 10-day written response if a NAV is issued.

4 GCA §4403(d)(2)(A) requires the agency head to provide a written response in 10 calendar days. If the agency head fails to submit a written response in ten (10) calendar days, such nonresponse shall be deemed the agency head's response. Any written response submitted after the tenth calendar day, as provided under 4 G.C.A. § 4403(d)(2)(A), may be noted for the record but shall be returned and neither considered nor included in the packet prepared for the CSC's final consideration as outlined in Section 2417 below.

§ 2417. NAV and Response Review

Before taking final action, the CSC shall review both the NAV and the agency head's timely response. Any response submitted after the deadline shall be noted as untimely and excluded from consideration.

§ 2418. Decision Hearing (4 G.C.A. §4403(d))

- (a) The CSC shall convene a hearing to review and deliberate the NAV findings and the agency head's written response. The CSC shall only consider written documents at the hearings. There shall be no oral arguments made by parties. After considering the evidence, the CSC shall issue its decision. Any action, including a decision to null and void a personnel action, shall require a minimum of four (4) affirmative votes.
- (b) When the CSC issues a final decision to null and void a personnel action, a copy of the decision shall be served on the agency head. The decision shall clearly state that the null and void was caused by a violation committed by the agency.
- (c) The CSC shall issue a written judgment with a copy being transmitted to the agency head and one copy transmitted to the Legislature.

§ 2419. Judicial Review

Judicial review may be had by filing a petition in the Superior Court for a writ of mandate or writ of review in accordance with the provisions of the Code of Civil Procedure. Any petition shall be filed within thirty (30) days of the CSC written judgment.

§ 2420. Nullification Not an Adverse Action

A CSC determination to null and void a personnel action is not considered an adverse action under 4 G.C.A. § 4403(b) and does not give the affected employee a right to a hearing under that provision. Accordingly, any adverse action of appeal filed by an employee concerning

a personnel action that has been null and void by the CSC shall be dismissed for lack of jurisdiction.

§ 2421. Provisions Remain in Effect

If any provisions in these rules and regulations are found in violations of law, the remaining provisions remain in effect.



**CIVIL SERVICE COMMISSION
KUMISSIION I SETBASION SIBIT
GOVERNMENT OF GUAM**

"CIVIL SERVICE COMMISSION IS THE VANGUARD OF THE MERIT SYSTEM"

**A RESOLUTION ADOPTING THE POST-AUDIT RULES AND
REGULATIONS, AS AMENDED.
CSC RESOLUTION NO. 2026-003**

WHEREAS, On February 12, 2026 the Civil Service Commission (CSC) adopted Resolution No. 2026-001 initiating the creation of Post-Audit Rules and Regulations as mandated by 4 GCA §4403(d)3; and,

WHEREAS, in compliance with the Administrative Adjudication Law 5 GCA §9301 a properly noticed public hearing was conducted on June 18, 2026, to seek public input on the Proposed Post-Audit Rules and Regulations; and,

WHEREAS, in addition to the public hearing, written input was sought from government agencies and the public for ten (10) additional days; and,

WHEREAS, as a result of input received, changes were made to the initial proposed Post-Audit Rules and Regulations; and,

WHEREAS, a second duly noticed public hearing was announced; copies of the Amended Post-Audit Rules and Regulations were made available for the public to pick up or review; and,

NOW THEREFORE, BE IT RESOLVED on September 17, 2026 the *Kumission I Setbision Sibit* conducted a second public hearing, discussed and made amendments; and be it further,

RESOLVED, that the *Kumission I Setbision Sibit* hereby adopts the attached Post-Audit Rules and Regulations by a 5 – 0 vote; and be it further,

RESOLVED, that Executive Director is hereby authorized to act to ensure compliance with the Administrative Adjudication Law, including but not limited to forwarding the Post-Audit Rules and Regulations to the Attorney General and the Governor for approval; and be it further,

RESOLVED, that once the Governor has approved the Post-Audit Rules and Regulations a copy of the same shall be forwarded to the Legislature and the Legislative Secretary.

DULY AND REGULARLY ADOPTED this 17th day of September 2026.

JUAN K. CALVO
Chairman

LUIS R. BAZA
Vice Chairman

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSE MARIE A. MORALES
Commissioner