

Messages & Communications Doc. No. 38GL-26-2890 through 2895.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Date Thu 9/24/2026 11:40 AM
To Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

6 attachments (20 MB)

ATT00001.htm; 92426COMM Doc. No. 38GL-26-2892.pdf; 92426COMM Doc. No. 38GL-26-2890.pdf; 92426COMM Doc. No. 38GL-26-2893.pdf; 92426COMM Doc. No. 38GL-26-2894.pdf; 92426COMM Doc. No. 38GL-26-2895.pdf;

Håfa Adai Clerks Office,

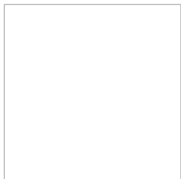
Please see attached, **Messages & Communications Doc. No. 38GL-26-2890 through 2895** for processing:

✓	38GL-26-2890	Guam Land Use Commission	Board Meeting Packet for August 13, 2026*
✓	38GL-26-2891	Guam Land Use Commission	Board Meeting Packet for June 25, 2026*
✓	38GL-26-2892	Bureau of Budget and Management Research	Consolidated Revenue/Expenditure Report (CRER) and Special Revenue Fund Tracking Report for the period ending August 31, 2026*
✓	38GL-26-2893	Guam Memorial Hospital Authority	Statement of Revenues and Expenses for the month of August 2026.
✓	38GL-26-2894	Civil Service Commission	Board Meeting Packet for September 22, 2026*
✓	38GL-26-2895	Guam Solid Waste Authority	Documents Relative to Small Purchases and Sole Source and Emergency Purchases for the month of August 2026*

Please retrieve Doc. No. 38GL-26-2891 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-26-2894*

2 messages

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

Wed, Sep 23, 2026 at 2:17 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-26-2894

38GL-26-2894	Civil Service Commission	Board Meeting Packet for September 22, 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: Tue, Sep 22, 2026 at 3:29 PM

Subject: Civil Service Commission - Public Hearing on Tuesday, September 22, 2026

To: Litigation Division <civil litigation@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>, 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 Tuesday, September 22, 2026:

- Commissioner Attendance Roster
- Agenda
- Signed Board Minutes
- Decision and Judgments

10 attachments **CSC BOARD MEETING ROSTER 9.22.26.pdf**
63K **CSC BOARD MEETIN AGENDA 9.22.26 (1).pdf**
40K **CSC BOARD MEETING MINUTES 5.12.26.pdf**
94K

-  **CSC BOARD MEETING MINUTES 5.14.26.pdf**
118K
-  **CSC BOARD MEETING MINUTES 5.21.26.pdf**
83K
-  **CSC BOARD MEETING MINUTES 6.11.26.pdf**
103K
-  **Case No. 19-GRE01 & Case No. 21-PA06.pdf**
178K
-  **Case No. 23-AA13T.pdf**
143K
-  **Case No. 25-GRE10.pdf**
167K
-  **38GL-26-2894.pdf**
1088K

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

Wed, Sep 23, 2026 at 4:14 PM

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 Tuesday, September 22, 2026

3 messages

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

Tue, Sep 22, 2026 at 3:28 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>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

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- Commissioner Attendance Roster
- Agenda
- Signed Board Minutes
- Decision and Judgments

Doc Type: 38GL-26-2894
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
September 22, 2026
Time: 3:28 PM
Received:

9 attachments

- CSC BOARD MEETING ROSTER 9.22.26.pdf**
63K
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- Case No. 23-AA13T.pdf**
143K
- Case No. 25-GRE10.pdf**
167K

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

Tue, Sep 22, 2026 at 4:06 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>, Crystal Mae Sampson <crystalmae.sampson@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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[Quoted text hidden]

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

Tue, Sep 22, 2026 at 4:13 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>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>

Hafa Adai

Please replace the previously submitted, signed Motion to Reconsider Decision and Judgment for Case No. 23-AA13T with the attached document.

Thank you,

[Quoted text hidden]



Case No. 23-AA13T (2).pdf

153K



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 22, 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-26-2894
Messages and Communications

RECEIVED
COMMITTEE ON RULES
September 23, 2026

2:17 p.m.
Marie Crisostomo



I GOBIETNON GUÅHAN
CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT



BOARD MEETING MINUTES OF
Tuesday, May 12, 2026

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

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt. Administrator
Rose Marie Ayuyu Morales, Commissioner	Vickilynn C. Sablan, Personnel Mgmt. Analyst III
	Audre King, Personal Mgmt. Analyst I
	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Tuesday, May 12, 2026**, at approximately **9:04 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: January 29, 2026; February 03, 2026; February 05, 2026; February 12, 2026; February 17, 2026.

The minutes of January 29, 2026; February 03, 2026; February 05, 2026; February 12, 2026; February 17, 2026 were approved by Chairman Juan K. Calvo, with the concurrence of all other Commissioners.

III. NEW BUSINESS:

1) Motion Hearing.

Armi Lynn R. Lujan vs. Department of Administration; Case No.: 25-AA10T

Attorney Graham Botha, Counsel for Management, Ms. Rena Borja, acting Deputy Director, Department of Administration. Also, present Ms. Armi Lynn R. Lujan, employee who represented herself.

Chairman Juan K. Calvo stated he would have to recused himself due to his relation to Mr. Aguon who is a witness. Commissioner Rose stated she does have a friendship with the employee.

Both parties agreed to proceed with the hearing. But after legal counsel Fred Nishihira, CSC based off of legal advice it is best to treat this case as if we do not have a quorum.

Legal Counsel also put on record that commissioners next step is to vote for them to schedule a status call in 30 days.

Vote was 4 to 0 for CSC legal counsel to schedule a status call.

2) Post Audit Staff Assessment Report Hearing

Daniel D. Leon Guerrero vs. Guam Memorial Hospital; Case No.: 26-PA01

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

Complainant Daniel D. Leon Guerrero was present. Vickilynn Sablan, Personnel Management Analyst III read the staff assessment into the record and answered questions from the commissioners.

After the hearing the staff assessment and concerns raised by the Civil Service Staff, the Commissioners ruled by a vote of **4 to 0**, to do the following: Order the CSC Staff to conduct a **4 G.C.A. §4403 (d)** investigation and report the findings to the Board of Commission.

IV. OLD BUSINESS: Signings.

Decision & Judgment – Mitigation Hearing.

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

Roland P. Fejarang, the Personnel Management Administrator of Civil Service Commission, read above-listed signing (Decision & Judgment-Mitigation Hearing). Chairman Juan K. Calvo motioned to approval of the aforementioned signings, and all other Commissioner concurred.

Decision & Judgment:

4) Robert D. Tongson vs. Department of Revenue & Taxation; Case No: 19-GRE02

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

Decision & Order:

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

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

Judgment of Dismissal:

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

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

Decision & Order

7) 3GFD Employees (J.J. Cruz, R.T. Candaso & J.A. Pangelinan) vs. Guam Fire Department; Case No.: 19-GRE01

Roland P. Fejarang, the Personnel Management Administrator of Civil Service Commission, read above-listed signing (**Decision & Order**) into record. Chairman Juan K. Calvo, proposed the approval of the aforementioned signings, and all other Commissioner concurred.

Decision & Judgment:

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

Roland P. Fejarang, the Personnel Management Administrator of Civil Service Commission

Decision & Judgment:

9) Mark T. Perez, et al. vs. Department of Correction; Case No.: 25-GRE09

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (**Decision & Judgment**)

Decision & Order:

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

Fred S. Nishihira

V. GENERAL BUSINESS:

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

VI. ADJOURNMENT.

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting concluded at approximately 10:54 a.m. on Tuesday, May 12, 2026.

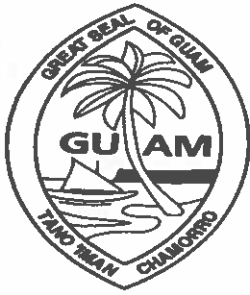
Submitted for Approval:


Angielyn Pangelinan

APPROVED:


Juan K. Calvo, Chairman

Date: 9.22.26



I GOBIETNON GUÅHAN
CIVIL SERVICE COMMISSION
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BOARD MEETING MINUTES OF
Thursday, May 14, 2026

*The Civil Service Commission (CSC) convened on **Thursday, May 14, 2026** in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt. Administrator
Rose Marie Ayuyu Morales, Commissioner	Vickilynn C. Sablan, Personnel Mgmt. Analyst III
	Audre King, Personal Mgmt. Analyst I
	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Thursday, May 14, 2026**, at approximately **9:10 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) Motion to Reconsider.

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

Present for Management Legal Counsel James Canto and Acting Management, Dominic Muna (Port of Guam). In addition to, Legal Counsel Michael Phillipps, was present to represent employee Mr. Nelson who was also present.

By the vote of **4 to 0**, the Commissioners voted to not hear oral arguments and deliberate pursuant to Rule G21. By vote of **4 to 0**, the Commissioners deliberated and voted to sustain their vote at the last hearing and denied employee motion for reconsideration.

2) Grievance Hearing.

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

Daniel D. Leon Guerrero, Executive Director of Civil Service Commission said on record management from Department of Public Health & Social Services could not be present due to they had a budget meeting with the Guam Legislature and asked for a continuance, which was approved and will be rescheduled for a later date.

3) Motion Hearing.

Alvin Jay S. Ancheta vs. Department Integrated Service for Individuals with Disabilities; Case No. 25-AA11S

The motion hearing was attended by the employee, Alvin Jay s. Ancheta, accompanied by his lay representative, Robert Koss. Representing management was both Michelle Perez and Deputy Director Ruel Drilon, accompanied by from the Attorney General lay representative, Maria Brown.

Director Perez stated on the record due to she has another Government hearing, Deputy Director Ruel Drilon will sit and speak on her behalf as management.

The Chairman Juan K. Calvo stated that the hearing would be strictly confined to the Motion to Void Violation of 4 G.C.A. §4406, the 90-day rule. The Chairman also motioned to invoke Civil Service Commission AA Rule 9.1 that sates, Arguments on the motion:

The CSC may or may not hear oral arguments on the written motion.
The CSC may rule on a motion without hearing arguments.

By a vote 4 to 0, the commission decided not to hear oral arguments on the employee's written motion.

Following deliberations, the commission voted 4 to 0, to grant employee motion to void the adverse action based on management's failure to take action within the allowed statutory timeframe of the 90 day rule.

4) Notice of Attorney Fee Mitigation.

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

Present for management Warren Pelletier, Deputy Director (Department of Parks and Recreation) and Lay Representative Maria Brown from the office of Attorney General Office. Ms. Lynda B Aguon, employee and her counsel Attorney Michael F. Phillips.

The Commission asked questions from managements lay representative and employee counsel, to determine what is reasonable attorney's fees. Commissioner Morales further explained in her experience, charges for cost, paralegal, legal secretary, and legal assistance are reasonable plus tax. The commission deliberated and determined, employee paid \$110,000.00 in attorney fees and costs of her former attorney John Bell for work performed, and paid in this matter an additional amount of \$11,353.13 in attorney's fees and costs owed to the law firm of Phillips & Bordallo, P.C.

The Commission further finds the total amount of \$ 121, 353.13 in attorney's fees and costs to be reasonable and finds employee is entitled to reimbursement of her attorney's fees and cost.

The commission voted **4 to 0**, in favor of employee, on the attorney's fees in compliance with the SP0046-20 Court Order, in total amount of **\$121,353.13**.

IV. OLD BUSINESS: None.

V. GENERAL BUSINESS:

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

VI. ADJOURNMENT.

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 11:19 a.m. on Thursday, May 14, 2026.**

Submitted for Approval:


Angielyn Pangelinan

APPROVED:


Juan K. Calvo, *Chairman*

Date: 9.22.26



I GOBIETNON GUÁHAN
CIVIL SERVICE COMMISSION
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BOARD MEETING MINUTES OF
Thursday, May 21, 2026

*The Civil Service Commission (CSC) convened on Thursday, May 21, 2026 in the CSC Board Room,
Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt. Administrator
Rose Marie Ayuyu Morales, Commissioner	Maria Masnayon, Personnel Mgmt. Analyst III
	Audre King, Personnel Mgmt. Analyst I
	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Thursday, May 21, 2026**, at approximately **9:04 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) Motion Hearing.

Charlyn Jessica Teraje vs. Office of the Attorney General of Guam; Case No. 26-GRE01

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

During the motion hearing Lay representative Maria Brown requested for a continuance to Adverse Action Rule 9.4 on the grounds that she was just assigned the case and needed more time to prepare. Chairman Juan K. Calvo pointed that the matter before the Commission was a grievance and the appropriate rule is Grievance Rule G12. The Chairman then motioned to invoke Civil Service Commission Rule G21 and to proceed with hearing the motion.

By a vote of **4 to 0**, the Commission decided not to hear oral arguments on Management's written motions.

During the deliberation regarding the motion to dismiss, Chairman Calvo articulated that management's request was predicated on lack of jurisdiction, citing the employee's failure to submit the step 3 grievance by the established deadline of February 16, 2026 occurring on February 18, 2026. Chairman Calvo further explained that the Department of Administration Personnel Rules and Regulations (DOA PR&R) Rule 12.700 mandates the formation of 3 Committee as a procedural prerequisite by the agency head to issue the final determination. Consequently, Deputy Joseph Guthrie's unilateral dismissal of the grievance without a committee review violated DOA PR&R Rule 12.702.

The policy explicitly delegates the responsibility for assessing the timelines of grievance submissions to the Step 3 committee, thereby rendering the Deputy's independent action procedurally invalid.

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

2) Post Audit Assessment Hearing.

Carolyn Aguon Rivera vs. Department of Revenue & Taxation: Case No. 26-PA02

Present was complainant Carolyn Aguon Rivera, along with her representative Robert Koss. In addition, Management was Mrs. Marie Lizama, Acting Director, Department of Revenue & Taxation.

"CSC" Personnel Management Analyst III, Maria Masnayon read the Staff Assessment into the record and answered questions from the Commissioners. The affected position is, Tax Enforcement Program Administrator.

After the hearing the Staff Assessment and concerns raised by the Commission, the Commissioners ruled by vote **4 to 0**: Order the CSC Staff to conduct a 4 GCA §4403 (d) investigation and report the findings to the Commission.

IV. OLD BUSINESS: Signings.

3) Judgment of Dismissal.

Maria S. Apuron vs. Office of Attorney General of Guam: Case No. 25-GRE28

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission read the above-listed signing (**Judgment of Dismissal**) by a vote of **4 to 0** the commission approved the judgement of dismissal, without prejudice.

4) Judgment of Dismissal.

Stacy C. Cuasito vs. Office of the Attorney General of Guam Case No. 26-GRE02

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission read the above-listed signing (**Judgment of Dismissal**) by a vote of **4 to 0** the commission approved the judgement of dismissal, without prejudice.

5) Judgment of Dismissal.

Vivian C. Leon vs. Post of Authority of Guam: Case No. 25-AA08T

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission read the above-listed signing (**Judgment of Dismissal**) by a vote of **4 to 0** the commission approved the judgement of dismissal, without prejudice.

6) Judgment of Dismissal.

Vivian C. Leon vs. Port of Authority of Guam: Case No. 25-WB02

Roland Fejarang, Personnel Management Administrator of the Civil Service Commission read the above-listed signing (**Judgment of Dismissal**) by a vote of **4 to 0** the commission approved the judgement of dismissal, without prejudice.

V. GENERAL BUSINESS: None.

VI. ADJOURNMENT.

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 10:03 a.m. on Thursday, May 21, 2026.**

Submitted for Approval:


Angielyn Pangelinan

APPROVED:


Juan K. Calvo, Chairman

Date: 9.22.26



I GOBIETNON GUÁHAN

CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF

Thursday, June 11, 2026

*The Civil Service Commission (CSC) convened on Thursday, June 11, 2026 in the CSC Board Room,
Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

Commissioners in attendance and constituting a quorum:	Others present were Civil Service Commission Employees:
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, CSC Executive Director
Anthony P. Benavente, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Luis R. Baza, Commissioner	Roland P. Fejarang, Personnel Mgmt. Administrator
Cathy O. Catling, Commissioner	Audre King, Personnel Mgmt. Analyst I
Rose Marie Ayuyu Morales, Commissioner	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Thursday, June 11, 2026**, at approximately **9:00 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) Post Audit Assessment.

Hector O. Medina vs. Guam Police Department: Case No. 26-PA03

Present for Management was Major Andrew Quitugua, Acting Chief of Police (GPD) with Lay Representative, Maria Brown. In addition to, Robert Koss Lay Representative of the Guam Federation of Teachers (GFT), was present to represent employee Hector O. Medina, Jr. who was also present.

The Civil Service Commission (Board Commissioners) heard the staff Assessment concerning a complaint filed by Mr. Medina alleging that the Guam Police Department improperly promoted personnel to rank of the Police Officer III.

Audre King, Personnel Management Analyst I of the Civil Service Commission, read the Post Audit Assessment onto the record and also answered questions from the commission.

After hearing the staff assessment and the concerns raised by the CSC Staff, the Commission ruled **5 to 0** to do the following:

Ordered the CSC Staff to conduct a 4 GCA §4403 (d) investigation and report the findings to the commission.

2) CSC Resolution.

Francisco T. Guerrero: (CSC Resolution No. 2026-001)

The Executive Director, Daniel D. Leon Guerrero of the Civil Service Commission read onto record the signing of the CSC Resolution No. 2026-001. By a vote of 5 to 0 the commission approved resolution.

IV. OLD BUSINESS: Signings.

3) Decision & Judgment.

Alvin Jay Ancheta vs. Department Integrated Services for Individual with Disabilities; Case No. 25-AA11S

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (**Decision & Judgment**) into the record. By a vote of **5 to 0**, the commissioners approved without prejudice.

4) Decision & Order.

Armi Lynn R. Lujan vs. Department of Administration; Case No. 25-AA10T

Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing (**Decision & Order**) into the record. By a vote of **5 to 0**, the commissioners approved without prejudice.

5) Decision & Judgment.

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

The Personnel Administrator Roland Fejarang read the (**Decision & Judgment**) into record. By a vote of **5 to 0** the commission approved without prejudice.

V. GENERAL BUSINESS:

1) Update on the process of Adopting Post-Audit Rules & Regulations.

CSC Executive Director Daniel D. Leon Guerrero and Legal Representative Fred S. Nishihira Went onto the record explaining steps taken and date scheduled June 18, 2026 for the Public Hearing for CSC Proposed Post-Audit Rules & Regulations.

VI. ADJOURNMENT.

Commissioner Rose Marie Ayuyu Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 10:21 a.m. on Thursday, June 11, 2026.**

Submitted for Approval:


Angielyn Pangelinan

APPROVED:


Juan K. Calvo, *Chairman*

Date: 9.22.26



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



IN THE MATTER OF:

3 GFD EMPLOYEES,

Employees,

vs.

GUAM FIRE DEPARTMENT,

Management.

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

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

DECISION AND JUDGMENT

I. INTRODUCTION

This matter came before the Guam Civil Service Commission (hereinafter "Commission") on August 13, 2026, on Employees' Motion for Commission to Adopt Superior Court of Guam Judgment and Reject Grievance Review Board Recommendation, in whole, filed on July 2, 2026.

//

DECISION AND JUDGMENT

Page 1 of 6

3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam Fire Department

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06

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.

Present for the hearing was attorney Jacqueline Taitano Terlaje on behalf of the 3 GFD Employees; Roy M.T. Candaso, Jason J. Cruz, and James A. Pangelinan hereinafter ("Employees") who were not present; Guam Fire Department's Fire Chief Daren Burrier, and the Office of the Attorney General's lay representative, Maria Brown¹.

II. JURISDICTION

The CSC has jurisdiction over Grievance appeals from classified employees pursuant to the Department of Administration, Personnel Rules & Regulations, Chapter 12 and 4 GCA § 4403 (c).

III. FINDINGS OF FACT

1. In Post Audit Appeal Case No. 21-PA-06, this Commission declared null and void the personnel actions issued by the Guam Fire

¹ Employees objected to the Unauthorized Practice of Law by Paralegal, Maria Brown of the Office of the Attorney General.

DECISION AND JUDGMENT

Page 2 of 6

3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam Fire Department

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06

1 Department ("GFD") compelling government classified service employees
2 to resign from their positions in order to accept a Firefighter Recruit position
3 with GFD. Decision and Judgment, Post Audit Appeal Case No. 21-PA06
4 (Mar. 17, 2022) (hereinafter "Judgment"). This Commission held that GFD
5 violated its obligations to the classified employees under Personnel Rules
6 and Regulations 6.003, and declared null and void the resignations.

7 2. GFD appealed to the Superior Court of Guam on a Petition for
8 Judicial Review and Declaratory Judgment on April 25, 2022, by and
9 through the Office of the Attorney General (hereinafter "OAG") seeking to
10 overturn the Commission's Judgment.

11 3. The Superior Court Judgment ordered and decreed that the
12 Employees herein were the prevailing parties. In re GFD v. Guam Civil
13 Service Comm'n and Candaso, et. al., Special Proceedings Case No.
14 SP55-22, Judgment (Sept. 17, 2025).

15 4. GFD did not appeal the Superior Court Judgment, and the
16 Commission finds that its Judgment in Post Audit Appeal Case No. 21-PA06
17 is a final, non-appealable order.

18 //

19 **DECISION AND JUDGMENT**

Page 3 of 6

20 *3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam
Fire Department*

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06

5. In these proceedings, Employees appealed to the Commission under the Personnel Rules and Regulations the non-action of the Department of Administration on December 31, 2018; Employees subsequently amended their appeal when a Step 4 Decision from the Grievance Committee determined that Personnel Rules and Regulations 6.003 was not applicable to them. March 27, 2019. Notice of Amended Appeal, Exhibit 1, 2 and 3 (Apr. 1, 2019).

6. This matter was stayed by the Commission by Order of July 14, 2022.

7. On July 2, 2026, the Employees, pursuant to Grievance Procedure Rules 25 and 26, the Employees moved the Commission to adopt the Judgment entered in the Superior Court of Guam Special Proceedings Case No. SP55-22 affirming the finding of the Commission on 20-PA06 finding a violation of Personnel Rules and Regulations 6.003 on lateral transfers (hereinafter “Judgment”).

IV. CONCLUSION

Based on the above, the Commissioners find that the Guam Fire Department has exhausted their appeal to the Superior Court of Guam, and

//

DECISION AND JUDGMENT

Page 4 of 6

3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam Fire Department

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06

1 based on the finality of the Judgment in Special Proceedings Case No.
2 SP55-22. The Commission further finds that the Guam Fire Department has
3 had a significant timeframe in which to prepare the calculations of the
4 correct step and grade for each of the Employees based on this
5 Commission's Judgment entered on March 17, 2022. The Commission finds
6 that a "reasonable timeline" is required to bring this matter to a close, and
7 that based on the Superior Court Judgment entered on September 17, 2025,
8 it hereby orders Management to comply with that Judgment.

9 The Commission finds concerning the admission of GFD that it has
10 since adjusted the step and pay for each of the Employees, has issued back
11 pay amounts that were owed to the Employees, but has not produced the
12 calculation for the determination of the accuracy of those amounts.
13 Management is hereby ordered to produce the calculation of backpay owed
14 to the Employees based on the corrected step and grade for each of the
15 Employees within ten (10) working days of the hearing on this matter.

16 The Commission by a unanimous vote of 5 to 0, adopts the Superior
17 Court of Guam Judgment in SP55-22, rejects the Recommendation and
18 //

19 **DECISION AND JUDGMENT**

Page 5 of 6

20 *3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam
Fire Department*

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06

FILED
SUPERIOR COURT
OF GUAM

2025 SEP 17 AM 10:31

CLERK OF COURT

BY: up

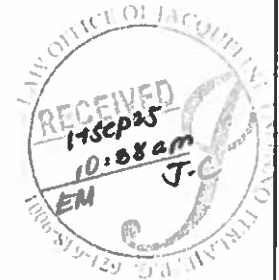
Jacqueline Taitano Terlaje
LAW OFFICE OF JACQUELINE TAITANO TERLAJE, P.C.
284 W Chalan Santo Papa
Hagåtña, Guam 96910
Telephone 671.648.9001
Facsimile 671.648.9002
Email: info@terlajelaw.com

RECEIVED

9:45am
SEP 10 2025

CLERK'S OFFICE
SUPERIOR COURT OF GUAM

Attorney for Real Parties in Interest Roy T. Candaso and
Jason Cruz, and James Pangelinan



IN THE SUPERIOR COURT OF GUAM

GUAM FIRE DEPARTMENT, by and)
through the Office of the Attorney General of)
Guam,)

Petitioner,)

vs.)

THE GUAM CIVIL SERVICE COMMISSION,)

Respondent,)

3 GFD EMPLOYEES)
J.J. CRUZ, R.T. CANDASO and J.A.)
PANGELINAN,)

Real Party in Interest.)

SPECIAL PROCEEDINGS CASE NO. SP0055-22

JUDGMENT

This matter came before the Honorable Court on the Real Parties' in Interest, Jason J. Cruz, Roy T. Candaso, and James A. Pangelinan and the Guam Civil Service Commission's Motion to Dismiss for Failure to Prosecute on May 9, 2025, and the Court having issued its Decision and Order (Aug. 20, 2025) granting the dismissal of the Guam Fire Department's Petition for Judicial Review and Declaratory Judgment with prejudice, IT IS HEREBY ORDERED, ADJUDGED AND DECREED that Judgment is hereby entered in favor of the Real Parties' in Interest, and the Court finds that the Guam Civil Service Commission and

Judgment
Guam Fire Department v. CSC, and Cruz, Candaso, and Pangelinan SP0055-22
Page 1 of 2

ARB T 9/16/25

1 the Real Parties in Interest are prevailing parties, and any prevailing party may submit its costs and attorney's
2 fees as permitted by Guam law and the Guam Rules of Civil Procedure.

SEP 15 2025

3 IT IS SO ORDERED on this ___ day of September, 2025.

4
5
6 **HONORABLE ARTHUR R. BARCINAS**
7 Judge, Superior Court of Guam

8 Approved as to form:

9
10
11 **LAW OFFICE OF**
12 **JACQUELINE TAITANO TERLAJE, P.C.**

OFFICE OF THE
ATTORNEY GENERAL OF GUAM

13 By: /s/

By: Email Request sent to jguthrie@oagguam.org
9/2/25. No response
Received from Petitioner's Counsel of
Record

14 **JACQUELINE TAITANO TERLAJE**
15 Attorney for Real Parties in Interest Roy Candaso,
16 Jason Cruz, and James Pangelinan

JOSEPH GUTHRIE
Deputy Attorney General

17 **GUAM CIVIL SERVICE COMMISSION**

18 By: Email Request sent to
19 roland.fejarang@csc.guam.gov and
fred.nishihira@csc.guam.gov
20 9/2/25. No response
Received from Respondent

21 **FRED NISHIHIRA**
22 Attorney for Respondent

SERVICE VIA COURT BOX

I acknowledge that a copy of the
original hereto was placed in the
court box of:

ONG, CSC, J. Terlaje

Date: 9/17 Time: 1034

MP
Deputy Clerk, Superior Court of Guam

SERVICE VIA EMAIL

I acknowledge that an electronic
copy of the original was e-mailed to:

ONG, CSC, J. Terlaje

Date: 9/17 Time: 1034

MP
Deputy Clerk, Superior Court of Guam

Findings of the Grievance Review Committee, and hereby orders that Management comply with the Commission and the Superior Court of Guam Judgments.

SO ORDERED this 22nd day of September, 2026.



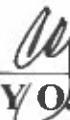
JUAN K. CALVO
Chairman



LUIS R. BAZA
Vice Chairman



ANTHONY P. BENAVENTE
Commissioner



CATHY O. CATLING
Commissioner



ROSE MARIE A. MORALES
Commissioner

DECISION AND JUDGMENT

Page 6 of 6

3 GFD Employees (Roy M.T. Candaso, Jason J. Cruz, James A. Pangelinan) vs. Guam Fire Department

Grievance Appeal Case No.: 19-GRE01 & Post Audit Appeal No.: 21-PA06



BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS



IN THE MATTER OF:

DONNA E. LAWRENCE,

Employee,

vs.

OFFICE OF THE ATTORNEY
GENERAL,

Management.

ADVERSE ACTION APPEAL
CASE NO.: 23-AA13T

MOTION TO RECONSIDER
DECISION AND JUDGMENT

I. INTRODUCTION AND OVERVIEW

The Civil Service Commission (CSC) met on September 22, 2026 to hear Management's motion for Reconsideration, Management's First Amended Motion for Reconsideration and Management's Notice of Objection to Signing of Decision and Judgement on September 3, 2026.

DECISION AND JUDGMENT

Donna E. Lawrence vs. Office of the Attorney General
Adverse Action Appeal CSC Case No.: 23-AA13T

Page 1 of 4

1 Present for Employee was Attorney Jordan Lawrence E. Pauluhn,
2 representative for Donna E. Lawrence, present for Management was Stephanie
3 Perez, Special Assistant Attorney General representing the Office of the Attorney
4 General (OAG).

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

8 II. JURISDICTION

9 The CSC has jurisdiction over adverse action appeals from classified
10 employees pursuant to 4 GCA § 4403, 4 GCA § 4406 and 5 GCA § 9235.

12 III. FINDINGS & DELIBERATION

13 Reconsideration is an extraordinary remedy that will be granted in limited
14 circumstances including, but not limited to, situations where:

- 15
- 16 1. Facts or evidence were intentionally withheld;
 - 17 2. New evidence emerged after the Final Decision and Judgment were issued;
 - 18 3. A witness admits to giving false testimony; or
 - 19 4. A change in the law controlling the case has occurred.

20 DECISION AND JUDGMENT

21 *Donna E. Lawrence vs. Office of the Attorney General*
Adverse Action Appeal CSC Case No.: 23-AA13T

1 Reconsideration is not appropriate where parties could have discovered any
2 of the above circumstances through reasonable case preparation or due diligence.

3 Pursuant to 5 GCA § 9235 and Office of the Attorney General (Petitioner) v.
4 The Guam Civil Service Commission (Respondent), Bryan J. Cruz (Real Party in
5 Interest), SP0055-25 (Decision and Order, Feb. 4, 2026), the Courts have
6 determined that the Civil Service Commission retains jurisdiction to reconsider a
7 matter for thirty (30) days once a final written Decision and Judgment is delivered
8 to the Respondent.

9 After carefully considering all written and oral arguments, Management's
10 Motion to Reconsider, and Employee's Opposition, the Commissioners convened
11 to render a final determination.

12
13 By a vote of 5 to 6 :

14 ☒ MOTION DENIED

15 The Motion to Reconsider is DENIED as no new evidence has been provided
16 or newly discovered that would warrant a different outcome. The Moving Party has
17 not shown a basis to disturb the Commission's previous decision. Therefore, the
18 decision as previously issued stands.

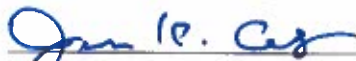
19
20 **DECISION AND JUDGMENT**

21 *Donna E. Lawrence vs. Office of the Attorney General*
Adverse Action Appeal CSC Case No.: 23-AA13T

[] MOTION GRANTED

The Motion to Reconsider is GRANTED. The Moving Party has provided evidence that new facts have been discovered warranting a reversal of the Decision and Judgment issued on September 3, 2026. The new evidence as set forth in the Motion to Reconsider is hereby adopted and incorporated as part of this Decision and Judgement.

SO ORDERED this 22ND day of September, 2026.



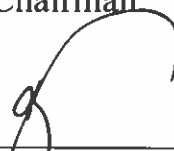
JUAN K. CALVO
Chairman



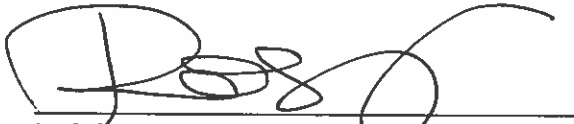
LUIS R. BAZA
Vice Chairman



ANTHONY P. BENAVENTE
Commissioner



CATHY O. CATLING
Commissioner



ROSE MARIE A. MORALES
Commissioner

DECISION AND JUDGMENT

Donna E. Lawrence vs. Office of the Attorney General
Adverse Action Appeal CSC Case No.: 23-AA13T



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



IN THE MATTER OF:

ERLINDA P. CATAGUE,

Employee,

vs.

DEPARTMENT OF EDUCATION,

Management.

**GRIEVANCE APPEAL
CASE NO.: 25-GRE10**

DECISION AND JUDGMENT

**I.
INTRODUCTION**

The above-captioned matter came before the Civil Service Commission (the “Commission” or “CSC”) on August 4, 2026, for a Grievance Hearing regarding the Grievance Appeal of Employee Erlinda P. Catague.

Commissioners present were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Rose M. Ayuyu Morales, and Commissioner Luis Baza.

DECISION AND JUDGMENT

Erlinda P. Catague vs. Department of Education
Grievance Appeal CSC Case No.: 25-GRE10

Page 1 of 9

1 Employee Erlinda P. Catague was present and represented by Lay
2 Representative Robert E. Koss. Management, the Guam Department of Education
3 ("GDOE"), was represented by Lay Representative Phyllis Blas alongside Franklin P.
4 Leon Guerrero, Deputy Superintendent.

5
6 The Commission heard evidence and oral arguments from both parties. By a
7 vote of 4-0, the Commission denied Employee's grievance appeal.

8 **II.** 9 **JURISDICTION**

10 The jurisdiction of the Guam Civil Service Commission is based upon the
11 Organic Act of Guam, 4 GCA §§ 4401, 4403, et seq., and relevant Personnel Rules and
12 Regulations.

13 **III.** 14 **FINDING OF FACTS**

- 15 1) Employee is a School Health Counselor III employed by the GDOE, assigned
16 to Talofofo Elementary School. As a 9-month school Nurse, Employee is
17 allocated three days of personal leave per academic year.

18
19
20 **DECISION AND JUDGMENT**
Erlinda P. Catague vs. Department of Education
21 Grievance Appeal CSC Case No.: 25-GRE10

Page 2 of 9

1 2) Employee alleges that she was subjected to a hostile working environment
2 and retaliatory work assignments following the submission of her off-Island
3 leave request. Employee seeks an order from the Commission prohibiting
4 harassment and retaliation.

5
6 3) On July 2025, Deputy Superintendent Dr. Barbara Adamos received a “Step
7 One Formal Grievance Regarding Hostile and Unsupportive Work
8 Environment Following Personal /Sick Leave Request”. Employee grieved
9 Nurse Administrator Julietta Quinene’s questioning of the legitimacy and
10 timing of Employee’s personal and sick leave taken between April 28 and
11 May 22, 2025.

12
13 4) Employee testified that her supervisor questioning made her feel discouraged,
14 unsupported, intimidated, embarrassed, and stressed, feeling as though her
15 medical documentation and physician’s treatment plan were being
16 improperly undermined.

17 //

18 //

19 //

20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

1 5) On July 12, 2025, Dr. Barbara Adamos responded to the Step I
2 Grievance, stating she would work collaboratively with school
3 administrators, division heads, and the Equal Employment Opportunity
4 Officer to determine appropriate steps forward.

5
6 6) On July 17, 2025, Employee submitted a Step II Grievance to the next higher
7 supervisor, noting that the grievance remained unresolved and no relief was
8 provided.

9
10 7) On July 23, 2025, Employee elevated the matter to a Step III Grievance due to
11 a lack of response at Step II.

12 8) On August 22, 2025, Employee filed a Step IV Grievance Appeal with the
13 Civil Service Commission.

14
15 9) On October 14, 2025, the Step III Grievance Committee recommended that
16 Deputy Adamos continue collaborating with administrators to ensure
17 adherence to leave policies. The Committee also recommended addressing
18 supervisors on maintaining professionalism and empathy during leave

19
20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

1 requests, and reminding Employee to comply with GDOE rules, regulations,
2 and the Collective Bargaining Agreement (CBA).
3

4 10) On October 28, 2025, the Superintendent of Education concurred with the
5 Step III Grievance Committee findings and recommendations.
6

7 11) On January 7, 2026, the Step III Grievance Committee issued an Amended
8 Recommendation specifically addressing the hostile work environment
9 allegations against Supervisor Quinene. The Committee concluded it was
10 “unable to find any supporting documents or testimony from any of the
11 parties interviewed to substantiate the allegation of a hostile work
12 environment”.
13

14 12) Employee clarified for the record that she does not contest the leave without
15 pay status, as she chose to preserve her accrued sick leave.
16

17 //

18 //

19 //

20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

1 13) Management maintained that inquiries and documentation requests
2 regarding Employee's extended off-island leave were standard measures to
3 verify eligibility and ensure policy compliance, not an attempt to
4 question medical judgment. Supervisor Quinene noted that while she
5 suggested scheduling non-emergency leave during summer break to
6 avoid operational disruptions, immediate medical emergencies are
7 fully understood and accommodated.
8

9 14) Supervisor Quinene testified that temporary nurse reassignments are strictly
10 driven by operational necessity due to agency-wide nurse shortages. With 4
11 to 5 nurses out across the district, Employee was not uniquely targeted;
12 temporary reassignments across schools are standard practice to maintain
13 adequate coverage.
14

15 15) Employee acknowledged that temporary transfers during staffing shortages
16 are not unusual and confirmed she has since returned to her regular
17 assignment at Talofoto Elementary School.

18 //

19 //

20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

1 16) Employee Supervisor Quinene relies on Employee as an experienced nurse
2 covering schools.

3
4 **IV.**
DISCUSSION

5 Both Management and Employee were afforded the opportunity to present
6 witnesses testimony and oral arguments. Commissioners actively questioned the
7 witnesses and made the following findings:

8
9 **Commissioner Baza** noted that operational requirements must take priority
10 during staffing shortages. As a skilled Registered Nurse with over 20 years of
11 experience, Employee possesses the requisite qualifications to manage standard
12 duties—such as caring for a student in a wheelchair—at any assigned school site.
13 Assigning a nurse based on system-wide operational need does not constitute
14 harassment or retaliation, and Employee failed to meet her burden of proof.

15
16 **Commissioner Morales** observed that while Employee's personal feelings were
17 genuine, the underlying issue appears to have stemmed from miscommunication rather
18 than malicious intent. Management retains the authority and responsibility to deploy

19
20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

1 qualified staff where student needs are greatest. Because Employee was the best-
2 qualified nurse available to meet operational demands at that moment—a fact
3 Employee conceded—the temporary transfer was justified. Commissioner Morales
4 highlighted that the reassignment was temporary, negotiated fairly, resolved upon the
5 hiring of a new nurse, and showed no evidence of retaliation or harassment.

6
7 **Vice Chairman Benavente** emphasized that supervisors must make necessary
8 operational decisions, even if those decisions are unpopular. Reviewing the record, he
9 found that Supervisor Quinene's leave-related documentation requests were polite,
10 standard, and required for off-island travel authorization. Furthermore, the temporary
11 transfer was an isolated event rather than a pattern of adverse action.

12
13 **Chairman Calvo** concluded that Employee's primary nursing duties and
14 responsibilities remained unchanged during her temporary reassignment. Finding no
15 evidence of harassment or systematic transfers, Chairman Calvo noted that while better
16 communication at the lower levels could have resolved the grievance earlier, no policy
17 violations occurred.

18 //

19 //

20 **DECISION AND JUDGMENT**

21 *Erlinda P. Catague vs. Department of Education*
Grievance Appeal CSC Case No.: 25-GRE10

**V.
CONCLUSION**

After due deliberation, the Civil Service Commission determined by a unanimous vote of four to zero (4-0) that the Employee failed to meet her burden of proving that Supervisor Julietta Quinene subjected her to a hostile work environment or retaliation Accordingly, the Commission DENIES Employee's Grievance Appeal (Case No. 25GRE10) with prejudice.

SO ORDERED this 22nd day of September 2026.



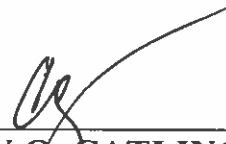
JUAN K. CALVO
Chairman



LUIS R. BAZA
Vice Chairman



ANTHONY P. BENAVENTE
Commissioner



CATHY O. CATLING
Commissioner



ROSE MARIE A. MORALES
Commissioner

DECISION AND JUDGMENT

Erlinda P. Catague vs. Department of Education
Grievance Appeal CSC Case No.: 25-GRE10