Outlook

Messages & Communications Doc. No. 38GL-26-3171 through 3178.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Date Mon 11/9/2026 10:44 AM
To Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

7 attachments (21 MB)

11926COMM Doc. No. 38GL-26-3171.pdf; 11926COMM Doc. No. 38GL-26-3172.pdf; 11926COMM Doc. No. 38GL-26-3174.pdf; 11926COMM Doc. No. 38GL-26-3173.pdf; 11926COMM Doc. No. 38GL-26-3175.pdf; 11926COMM Doc. No. 38GL-26-3176.pdf; 11926COMM Doc. No. 38GL-26-3178.pdf;

Håfa Adai Clerks Office,

Please see attached, **Messages & Communications Doc. No. 38GL-26-3171 through 3178** for processing:

√	**38GL-26-3171**	Department of Land Management	FY2026 4th Quarter Travel Report*
√	**38GL-26-3172**	Guam Public Library System	Board Meeting Packet for October 14, 2026*
√	**38GL-26-3173**	Guam Visitors Bureau	FY2026 Reports: 4th Quarter Travel Report; 4th Quarter Staffing Pattern; July 2026, August 2026 and September 2026 Small Purchases Report; Revenue and Expenditures Report for January 2026 to August 2026*
√	**38GL-26-3174**	Department of Administration	Income Tax Refund Efficient Payment Trust Fund Report and accompanying bank statement for October 2026*
√	**38GL-26-3175**	Guam Economic Development Authority	Unaudited Statement of Revenue and Expense Reports for the period ending September 30, 2026*
√	**38GL-26-3176**	Department of Agriculture	Acting Director Designation of Glen Takai, for the Department of Agriculture from November 3, 2026 to November 6, 2026*
√	**38GL-26-3177**	Guam Waterworks Authority	Revenues and Expenditures Report (Unaudited) for the period ending September 30, 2026*
√	**38GL-26-3178**	Civil Service Commission	Board Meeting Packet for November 5, 2026*

Please retrieve Doc. No. 38GL-26-3177 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-26-3178*

2 messages

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov> Mon, Nov 9, 2026 at 10:15 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-26-3178

38GL-26-3178	Civil Service Commission	Board Meeting Packet for November 5, 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: **Christine Quinata** <christine.quinata@csc.guam.gov>
Date: Thu, Nov 5, 2026 at 2:12 PM
Subject: Civil Service Commission Hearing on Thursday, November 05, 2026
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>, Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>, Cynthia Camacho <cynthia.camacho@csc.guam.gov>, Leilani Santos-Cruz <leilani.santos-cruz@csc.guam.gov>

In compliance with 1 GCA Chapter 18, Article 4, Section 1840, and as required under 4 GCA Section 4403(a), the Civil Service Commission submits the following documents from its Board meeting held on Thursday, November 05, 2026.

- Commissioner Attendance Roster
- Agenda
- Decision and Judgments

9 attachments

- **Roster 1-5-2026.pdf** 42K
- **APPROVED Agenda November 5 2026 (1).pdf** 65K
- **CSC JUNE 16, 2026 BOARD MEETING MINUTES.pdf** 137K
- **CSC SEPT. 17, 2026 BOARD MEETING MINUTES.pdf** 76K
- **RICCO WASHBURN CASE NO. 26-PA04 ORDER AFTER HEARING.pdf** 116K
- **RICCO WASHBURN CASE NO. 26-001 ORDER AFTER HEARING.pdf** 104K
- **RICCO WASHBURN CASE NO. 26-NOPA04.pdf** 63K
- **CHARLYN TERLAJE CASE NO. 26-GRE01 DECISION AND JUDGMENT.pdf** 105K
- **38GL-26-3178.pdf** 1058K

38th Committee On Rules <committeeonrules@guamlegislature.gov> Mon, Nov 9, 2026 at 10:22 AM
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]

THE GUAM LEGISLATURE

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

Civil Service Commission Hearing on Thursday, November 05, 2026

2 messages

Christine Quinata <christine.quinata@csc.guam.gov> Thu, Nov 5, 2026 at 2:12 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>, Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>, Cynthia Camacho <cynthia.camacho@csc.guam.gov>, Leilani Santos-Cruz <leilani.santos-cruz@csc.guam.gov>

In compliance with 1 GCA Chapter 18, Article 4, Section 1840, and as required under 4 GCA Section 4403(a), the Civil Service Commission submits the following documents from its Board meeting held on Thursday, November 05, 2026.

- Commissioner Attendance Roster
- Agenda
- Decision and Judgments

Doc Type: 38GL-26-3178
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
November 5, 2026
Time: 2:12 PM
Received:

8 attachments

- **Roster 1-5-2026.pdf** 42K
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- **CSC JUNE 16, 2026 BOARD MEETING MINUTES.pdf** 137K
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- **CHARLYN TERLAJE CASE NO. 26-GRE01 DECISION AND JUDGMENT.pdf** 105K

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov> Thu, Nov 5, 2026 at 4:58 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>, Daniel Leon Guerrero <Daniel.leonguerrero@csc.guam.gov>, Fred Nishihira <fred.nishihira@csc.guam.gov>, Roland Fejarang <roland.fejarang@csc.guam.gov>, Crystal Mae Sampson <crystalmae.sampson@csc.guam.gov>, Cynthia Camacho <cynthia.camacho@csc.guam.gov>, Leilani Santos-Cruz <leilani.santos-cruz@csc.guam.gov>

Håfa Adai,

Confirming receipt of your email.

Si Yu'os Ma'åse'

Bernice Rivera

Administrative Assistant

Office of Speaker Frank F. Blas, Jr.

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

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

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[Quoted text hidden]

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:**	**NOVEMBER 5, 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	**Absent**

For CSC Board Secretary only.

Call to Order: (Meeting START Time)	9:03 (✓) A.M. / ( ) P.M.	**Adjourn:** (Meeting END Time)	10:55 (✓) A.M. / ( ) P.M.

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

38GL-26-3178
Messages and Communications
RECEIVED
COMMITTEE ON RULES
November 9, 2026
10:15 a.m.
Marie Crisostomo

Civil Service Commission
BOARD MEETING
(IN-PERSON AND LIVE STREAM)

Location: CSC BOARD HEARING ROOM
Date: THURSDAY, NOVEMBER 5, 2026
Time: 9:00 A.M.

AGENDA

I. CALL TO ORDER.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) **MOTION HEARING.**
Kevin M. Masnayon, Jr. vs. Guam Customs & Quarantine Agency; CSC Case No.: 26-GRE08

2) **MOTION HEARING**
Maria L.S. Apuron vs. Guam Customs & Quarantine Agency; CSC Case No.: 26-GRE10

3) **LAY OFF ASSESSMENT HEARING**
Ricco Washburn vs. Office of the Attorney General; CSC Case No.: 26-LO01

4) **POST AUDIT ASSESSMENT HEARING**
Ricco Washburn vs. Office of the Attorney General; CSC Case No.: 26-PA04

5) **NOTICE OF PERSONNEL ACTION (NOPA) ASSESSMENT HEARING**
Ricco Washburn vs. Office of the Attorney General; CSC Case No.: 26-NOPA04

IV. OLD BUSINESS:

1) **SIGNING: DECISION AND JUDGMENT.**
Charlyn Jessica Terlaje vs. Office of the Attorney General; CSC Case No.: 26-GRE01

V. GENERAL BUSINESS:

1) Bills and Laws affecting CSC: None.
2) Administrative Counsel Litigation Update.
3) Administrative Matters:
a) Board Training; Civil Service Commission Board Members.

VI. ADJOURNMENT.

----- NOTHING ELSE FOLLOWS -----

DANIEL D. LEON GUERRERO
Executive Director
Doc. No. 38GL-26-3178.*

I GOBIETNON GUÅHAN
CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Tuesday, June 16, 2026

*The Civil Service Commission (CSC) convened on **Tuesday, June 16, 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	Maria Masnayon, Personnel Mgmt. Analyst III
Rose Marie Ayuyu Morales, Commissioner	Audre King, Personnel Mgmt. Analyst I
	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Tuesday, June 16, 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) Nepotism Hearing.
Rodney and Florence Taitague vs. Guam Public Library; Case No.: 26-NP001
Present for Hearing was Employees Rodney and Florance Taitague and Management Angie Taitague, Director of GPLS.

Jurisdiction for hearing: **DOA PR& R Rule 3.200 Nepotism**. After the Commissioners asked questions and concerns raised by the parties the Commissions ruled by **5 to 0**, do the following:

Approved 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 ordered that the two employees shall **NOT serve** in a direct supervisor –

subordinate role and that the Agency Organizational Chat shall be amended to reflect this order and sign **Decision & Order** to close-out the matter.

2) Nepotism Hearing.
Jesse and Linda Aguon vs. Guam Public Library; Case No.: 26-NP002
Present for hearing was Jesse and Linda Aguon and Management Angie Taitague, Director of GPLS.

Jurisdiction for hearing: **DOA PR& R Rule 3.200 Nepotism**. After the Commissioners asked questions and concerns raised by the parties the Commissions ruled by **5 to 0**, do the following:

Approved 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 ordered that the two employees shall **NOT** serve in a direct supervisor – subordinate role and that the Agency Organizational Chat shall be amended to reflect this order and sign **Decision & Order** to close-out the matter.

3) Grievance Hearing.
Cory Jo S. Mantanona vs. Department of Public Health & Social Services: Case No.: 25-GRE29
Present for Management was the Acting Director of Department of Public Health and Social Services (DPHSS), PeterJohn Camacho, along with Lay Representative Maria L. Brown, from the Office of the Attorney General were present for Management. Employee, Cory Jo S. Mantanona was present. Robert Koss from Guam Federation of Teachers was the lay representative for the employee

The Civil Service Commission's Rules of procedure for the Grievance Appeals the Commission voted **5 to 0** to proceed to deliberation without opening or closing statements and witness testimony as the Commissioners had reviewed the Grievance submissions and required only clarification from both Management and Employee.

DPHSS management PeterJohn Camacho stated DPHSS attempted to resolve this matter prior to the Grievance Hearing. However, Employee response was she wanted her day in court.
The Employee has transferred to Guam Housing and Urban Renewal Authority (GHURA).

Ms. Mantanona stated that she wanted to be heard on the matter and expressed her belief that the Grievance Rules need to be updated.

Commissioner stressed due to Employee has transferred to "GHURA" she can only grieve the Department that you are working in.

Based on the findings of facts and determinations of law, the Commission by **5 to 0** vote, denied Employee Grievance Appeal for lack of jurisdiction.

IV. OLD BUSINESS:

4) Motion Hearing.
Roseanne Fejaran vs. Department of Administration; Case No.: 26-AA01T
Present was Roseanne Fejaran, Employee and her lay representative Robert Koss. Management was represented by Darlow Graham Botha to represent the Director of Department of Administration Edward M. Birn, with authority settlement by letter dated June 08, 2026 and filed the day of hearing.

Upon calling the case, Chairman Calvo stated on the record he is conflicted from the hearing due to his son-in-law would be called as a witness who played a role in the case.

Commissioner Catling also stated on the record she does not maintain a regular personal relationship but she feels it clearly creates a conflict of interest under GovGuam ethics guidelines. To protect the integrity of the merit system and eliminates any appearance of bias or impropriety, Commissioner Catling recused herself from all participation, deliberations, and voting or Motion.

The Commission cannot legally form a quorum, yet cannot leave an open case suspended on its docket. To do so would deny the parties due process by trapping them in administrative limbo.

By a unanimous vote of **5 to 0**, the Civil Service Commission Case No. 26-AA01T is **CLOSED WITHOUT ACTION.**

5) Order after Hearing.
Glenn Nelson vs. Department of Administration; Case No.: 26-GRE06
Fred S. Nishihira, the Administrative Counsel of the Civil Service Commission, read the above-listed signing **(Order after Hearing)** into the record. By a vote of **5 to 0**, the commissioners approved without prejudice.

6) **Decision & Order.**
Charlyn Jessica Terlaje vs. Office of the Attorney General of Guam; Case No.: 26-GRE01
The Personnel Administrator Roland Fejarang read the **(Decision & Order)** into record. By a vote of **5 to 0** the commission approved 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 10:37 a.m. on Tuesday, June 16, 2026.**

Submitted for Approval:

Angielyn Pangelinan

APPROVED:

Juan K. Calvo, *Chairman*

Date: 11. 5. 2026

I GOBIETNON GUÅHAN

CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Thursday, September 17, 2026

*The Civil Service Commission (CSC) convened on **Thursday, September 17, 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
Luis R. Baza, Vice Chairman	Fred S. Nishihira, CSC Administrative Counsel
Anthony P. Benavente, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Cathy O. Catling, Commissioner	Vickilynn C. Sablan, Personnel Mgmt Analyst III
Rose Marie A. Morales, Commissioner	Audre King, Personnel Mgmt. Analyst I

I. CALL TO ORDER.

On **Thursday, September 17, 2026**, at approximately **9:09 am.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS: None.

IV. OLD BUSINESS:

Post-Audit Rules and Regulations Public Hearing

The public hearing was held to discuss the Amended Post Audit Rules and Regulations, which were advertised and posted in compliance with the Open Government Law on September 2, September 15, and September 17, 2026.

The Commission proceeded with the hearing noting for the record that there was no public attendance and additionally published through media outlets.

Attorney Nishihira, CSC Administrative Counsel presented the Amended Post Audit Rules and Regulations and reported that input had been received from some agencies with the recommendations adopted into the draft. Attorney Nishihira explained that the Attorney General's office had contacted him regarding the changes, with Chief Deputy Joe Guthrie clarifying that the 180-day clock starts when either the complaint or NOPA is filed.

Commissioners Catling and Commissioner Morales supported the prevention of penalizing employees who have completed their probationary period.

It was also emphasized that the post-audit is essential for ensuring management implements rules and regulations correctly, and highlighted new requirements to include mandatory FOIA requests if the information is not provided to the Civil Service Commission in a timely manner.

The discussion also noted that Section 2411 was intentionally left blank due to numbering concerns.

The board held discussions on adopting amendments to the proposed post-audit rules and regulations, making several grammatical and punctuation corrections throughout the document. The amendments included adding commas in appropriate places, removing redundant language, and clarifying sections regarding investigations and agency cooperation. Vickilynn C. Sablan, PMA III, made the edits to the Post Audit Rules and Regulations during the live stream.

The Civil Service Commission Board voted 5 to 0 to adopt the regulations, and the amendments with a motion made to remove all red texts and change to black texts, and remove strikethroughs to create a clean final version.

PMA Sablan read CSC Resolution No. 2026-003 on the record, a Resolution Adopting the Post-Audit Rules and Regulations, As Amended.

The adopted rules and regulations will proceed through the approval process with the Attorney General, the Governor, and the Legislature.

V. GENERAL BUSINESS: None.

VI. ADJOURNMENT.

Commissioner Rose Marie A. Morales proposed that the Board Meeting of the Civil Service Commission be adjourned, and all Commissioners concurred. The Civil Service Commission's Board Meeting **concluded at approximately 9:37 a.m. on Thursday, September 17, 2026.**

Submitted for Approval:

Susan L. Corbin
Legal Secretary III

Approved:

Juan K. Calvo, Chairman

Date: 11.05.26

BEFORE THE
CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF:

RICCO WASHBURN.,

Complainant,

vs.

OFFICE OF THE ATTORNEY GENERAL,

Management.

POST AUDIT ASSESSMENT
CASE NO: 26-PA04

ORDER AFTER HEARING

This matter came before the Civil Service Commission (Commission) on November 5, 2026.

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

Employee, Ricco Washburn, did not appear in person but he logged onto the video streaming. Management was represented by John Salas, who was

accompanied by Lay Representative Maria Brown from the Office of the Attorney General.

On August 18, 2026, Employee filed a Letter of Complaint outlining multiple complaints including this Post Audit complaint into the hiring and termination of Employee's Employment.

DISCUSSION

Cynthia Camacho Personnel Management Analyst II read the Post Audit Report into the record and answered questions from the Commissioners.

The affected Employee is:

-Ricco Washburn (Assistant Attorney General)

ORDER

After carefully considering the Post Audit Report the Commission must now come to a decision. The Commission decided by a vote of 4 - 0 to do the following:

[ ] Other: _____

_____.

[✓] **Adopt and incorporate the assessment as part of this decision and decline this case**: No further action taken. (**Final Decision**)

[ ] Ordered the CSC Staff to further investigate the matter.

[ ] Accept Investigative Report and Issue this Notice of Alleged Violation. Additionally, the Commission is Proposing to make a of Null and Void ruling on the Personnel Actions listed in the Investigatory Report. See **Notice of Alleged Violation** instructions below.

Notice of Alleged Violation

A. The Commission has reviewed and accepted the investigative report prepared by the CSC Staff but has not yet made a decision on the matter.

B. Within ten (10) calendar days, the Agency Head must submit a written response to the violations in the Investigatory Report. This response will be included in the final packet for the Commission's review before a final decision is made.

The next hearing on this matter is scheduled for _____ at which time the Commission will consider the Agency Head's written response and issue a final decision.

SO ORDERED this 5th day of November, 2026.

JUAN K. CALVO
Chairman

LUIS R. BAZA
Vice Chairman

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSE MARIE A. MORALES
Commissioner

BEFORE THE
CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF: **RICCO WASHBURN.,** **Complainant,** **vs.** **OFFICE OF THE ATTORNEY GENERAL,** **Management.**	**LAY OFF ASSESSMENT** **CASE NO: 26-LO01** **ORDER AFTER HEARING**

This matter came before the Civil Service Commission "Commission" on November 5, 2026.

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

Employee, Ricco Washburn, did not appear in person but he logged onto the video streaming. Management was represented by John Salas, who was

ORIGINAL

accompanied by Lay Representative Maria Brown from the Office of the Attorney General.

On August 18, 2026, Employee filed a Letter of Complaint outlining multiple complaints including this Lay Off Complaint into the hiring and termination of Employee's Employment.

DISCUSSION

Cynthia Camacho, Personnel Management Analyst II read the Lay Off Assessment Report into the record and answered questions from the Commissioners.

The affected Employee is:

-Ricco Washburn (Assistant Attorney General)

ORDER

After carefully considering the Lay Off Assessment Report the Commission must now come to a decision. The Commission decided by a vote of 4 - 0 to do the following:

[ ] Other: _____

_____.

[X] **Adopt and incorporate the assessment as part of this decision and decline this case**: No further action taken. **(Final Decision)**

[ ] Ordered the CSC Staff to further investigate the matter.

SO ORDERED this 5th day of November, 2026.

JUAN K. CALVO
Chairman

LUIS R. BAZA
Vice Chairman

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSE MARIE A. MORALES
Commissioner

BEFORE THE
CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF:

RICCO WASHBURN,

Complainant,

vs.

OFFICE OF THE ATTORNEY GENERAL,

Management.

NOTICE OF PERSONNEL ACTION ASSESSMENT
CASE NO: 26-NOPA04

ORDER AFTER HEARING

This matter came before the Civil Service Commission (Commission) on November 5, 2026.

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

ORIGINAL

Employee, Ricco Washburn, did not appear in person but he logged onto the video streaming. Management was represented by John Salas, who was accompanied by Lay Representative Maria Brown from the Office of the Attorney General.

On August 18, 2026, Employee filed a Letter of Complaint outlining multiple complaints including this Notice of Personnel Action ("NOPA") complaint into the hiring and termination of Employee's Employment.

DISCUSSION

Cynthia Camacho, Personnel Management Analyst II read the NOPA Assessment Report into the record and answered questions from the Commissioners.

The affected Employee is:

-Ricco Washburn (Assistant Attorney General)

ORDER

After carefully considering the NOPA Assessment Report the Commission must now come to a decision. The Commission decided by a vote of 4 - 0 to do the following:

[ ] Other: _____

_____.

[✓] **Adopt and incorporate the assessment as part of this decision and decline this case**: No further action taken. **(Final Decision)**

[ ] Ordered the CSC Staff to further investigate the matter.

SO ORDERED this 5th day of November, 2026.

JUAN K. CALVO
Chairman

LUIS R. BAZA
Vice Chairman

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSE MARIE A. MORALES
Commissioner

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 JUDGMENT**

INTRODUCTION

The above referenced grievance matter concerning Charlyn Jessica Terlaje came before the Civil Service Commission (CSC) on September 15, 2026, for a scheduled Grievance Hearing.

Present for the Commission was Chairman Juan K. Calvo, Vice Chairman Luis R. Baza, Commissioner Anthony P. Benavente, Commissioner Cathy O. Catling, and Commissioner Rose Marie A. Morales.

Present for the Employee was Lay Representative Robert E. Koss and grievant Charlyn Jessica Terlaje. Present for Management was Lay Representative Ms. Maria Brown for the Office of the Attorney General (OAG), with Attorney Stephanie Perez representing Management.

JURISDICTION

Jurisdiction of the Civil Service Commission is based on the Organic Act of Guam at 4 G.C.A. §§4401 & 4403 et seq. and relevant personnel rules and regulations.

HISTORY

On March 26, 2026, while still employed with the Office of the Attorney General, the Employee filed a formal appeal before the Civil Service Commission challenging Management's wrongful denial of leave requests associated with childbirth and her certified medical condition. The grievance sought the approval of the requested leave and associated backpay and administrative relief.

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DELIBERATION

Before the Grievance Hearing started, Chairman Calvo asked if there were any housekeeping matters to be addressed. Employee's representative advised that Management filed a last-minute motion to dismiss for lack of jurisdiction because the grievant is no longer employed at the OAG. After a brief discussion, the Commission voted 5 to 0, that it does have jurisdiction to hear the Grievance even after the Employee was dismissed from her job. Chairman Calvo noted for the record that the Employee held a classified status at the time the appeal was initiated and that Management's motion asserting a lack of jurisdiction was untimely filed.

Employee's representative, Mr. Koss, then raised an issue that Ms. Stephanie Perez who was present for Management did not have any written designation to represent the OAG with full settlement authority, and has not filed an official Entry of Appearance, citing to Rule 9.1 of the Adverse Action rules. After a short discussion by the Commission, Ms. Stephanie Perez then stated that she does not want to hold up the matter, and that she has it in her e-mail. Ms. Perez further stated she understands that in light of

it not getting to the board and counsel for Charlyn Jessica Terlaje, she is willing to step back and leave.

The Chairman then inquired how many witnesses will Employee be calling. The Employee representative then responded that the OAG violated the Commission's subpoena power due to active evasion and avoidance of service. Mr. Koss explained that Mr. Mario J. Espinoza attempted to serve witnesses at the OAG on September 8 and 9, 2026, but was denied the opportunity to serve subpoenas to the witnesses employed at the OAG, and denied Employee to a fair trial, the deliberate evasion of service and unexcused failure to appear at an administrative hearing constitutes a default and a direct flouting of the administrative process

RULING

By a vote of 4 to 1, with Commissioner Benavente dissenting, the Commission now enters Judgment in favor of granting the Employee's leave requests and remedies as raised in Employee's Grievance petition. Management was ordered to immediately approve all disputed leave requests filed by the Employee, and provide appropriate compensation to the Employee in accordance with the submitted leave sharing application

for the designated period of December 24, 2025 to February 20, 2026. Management shall approve the Employee's leave without pay application from June 2, 2026 to July 1, 2026. Management shall calculate and disburse all associated back pay, leave accrual, and benefits owed to the Employee as if the leave requests had been originally approved without interruption.

SO ORDERED this 5th day of November, 2026.

JUAN K. CALVO
Chairman

LUIS R. BAZA
Vice Chairman

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSE MARIE A. MORALES
Commissioner