Outlook

Messages & Communications Doc. No. 38GL-26-3202 through 3207.

From 38th Committee On Rules <committeeonrules@guamlegislature.gov>
Date Wed 11/18/2026 9:16 AM
To Guam Legislature Clerks <clerks@guamlegislature.gov>
Cc Frank Blas Jr. <speakerblas@guamlegislature.gov>

4 attachments (18 MB)
111826COMM Doc. No. 38GL-26-3204.pdf; 111826COMM Doc. No. 38GL-26-3205.pdf; 111826COMM Doc. No. 38GL-26-3206.pdf; 111826COMM Doc. No. 38GL-26-3207.pdf;

Håfa Adai Clerks Office,
Please see attached, **Messages & Communications Doc. No. 38GL-26-3202 through 3207** for processing:

√	**38GL-26-3202**	Civil Service Commission	Board Meeting Packet for November 10, 2026*
√	**38GL-26-3203**	Department of Public Works	FY2026 4th Quarter Federal Grants-In-Aid Financial Report; Financial Reports and Travel Report; Staffing Pattern and Prior Years Obligation*
√	**38GL-26-3204**	Department of Land Management	FY2026 Monthly Revenue Collection Report for October 2026*
√	**38GL-26-3205**	Guam Memorial Hospital Authority	Notification of Temporary Assignment or Detail – Lee Ann Acfalle, Program Coordinator III, 9/29/26; Colleen Jesus, Personnel Services Administrator, 10/5/26; Ashley Munoz, Personnel Specialist I, 10/12/26; Joseph Zapanta, Administrative Assistant, 10/12/26.
√	**38GL-26-3206**	Guam Regional Transit Authority	Prior Year Obligation to pay Pacific Auto Group dba SIXT Rent A Car in the total amount of $49,000.00*
√	**38GL-26-3207**	Port Authority of Guam	FY 2026 4th Quarter Staffing Pattern as of September 30, 2026.

Please retrieve Doc. No. 38GL-26-3202 and 3203 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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38th Committee On Rules <committeeonrules@guamlegislature.gov>

Messages and Communications 38GL-26-3202*

2 messages

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov> Fri, Nov 13, 2026 at 3:52 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-26-3202

38GL-26-3202	Civil Service Commission	Board Meeting Packet for November 10, 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: **Leilani Santos-Cruz** <leilani.santos-cruz@csc.guam.gov>
Date: Thu, Nov 12, 2026 at 9:30 AM
Subject: Civil Service Commission Hearing on Tuesday, November 10, 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>, Audre King <audre.king@csc.guam.gov>

Good morning,

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 Tuesday, November 10, 2026.

- Commissioner Attendance Roster
- Agenda
- Decision and Judgments
- 26-EP01 R.W. packet

In your corner,

Leilani Santos-Cruz

CIVIL SERVICE COMMISSION (CSC)
Board Secretary
Bell Tower, Suite 201,
701 West Marine Corps Drive
Hagatna, Guam 96910
Office: (671) 647-1857/1855/1856
Fax: (671) 647-1867

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8 attachments

November 10, 2026 - Agenda.pdf
69K

TRICIA ALCONABA - CASE NO.26-GRE06 - DECISION AND JUDGMENT.pdf
95K

MARIA L.S. APURON - CASE NO.26-GRE07 - DECISION AND ORDER.pdf
75K

RICCO WASHBURN- CASE NO.26-EP01- ORDER AFTER HEARING.pdf
105K

26-EP01 RICCO WASHBURN vs OAG Ethics in Procurement packet.pdf
1155K

CSC JUNE. 18, 2026 BOARD MEETING MINUTES.pdf
60K

Roster 11.10.26.pdf
63K

38GL-26-3202.pdf
1213K

38th Committee On Rules <committeeonrules@guamlegislature.gov> Mon, Nov 16, 2026 at 9:03 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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THE GUAM LEGISLATURE

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

Civil Service Commission Hearing on Tuesday, November 10, 2026

2 messages

Leilani Santos-Cruz <leilani.santos-cruz@csc.guam.gov> Thu, Nov 12, 2026 at 9:29 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>, 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>, Audre King <audre.king@csc.guam.gov>

Good morning,

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- Commissioner Attendance Roster
- Agenda
- Decision and Judgments
- 26-EP01 R.W. packet

In your corner,

Doc Type: 38GL-26-3202
OFFICE OF THE SPEAKER
FRANK F. BLAS, JR.
November 12, 2026
Time: 9:29 AM
Received:

Leilani Santos-Cruz

CIVIL SERVICE COMMISSION (CSC)
Board Secretary
Bell Tower, Suite 201,
701 West Marine Corps Drive
Hagatna, Guam 96910
Office: (671) 647-1857/1855/1856
Fax: (671) 647-1867

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MARIA L.S. APURON - CASE NO.26-GRE07 - DECISION AND ORDER.pdf
75K

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Roster 11.10.26.pdf
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CSC JUNE. 18, 2026 BOARD MEETING MINUTES.pdf
60K

Speaker Frank Blas Jr. <speakerblas@guamlegislature.gov> Thu, Nov 12, 2026 at 11:43 AM
To: Leilani Santos-Cruz <leilani.santos-cruz@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>, Audre King <audre.king@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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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 10, 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)	9:09 (✓) A.M. / ( ) P.M.	**Adjourn:** (Meeting END Time)	10:45 (✓) A.M. / ( ) P.M.

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

38GL-26-3202
Messages and Communications
RECEIVED
COMMITTEE ON RULES
November 13, 2026
3:52 p.m.
Marie Crisostomo

Doc. No. 38GL-26-3202.*

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

Location: CSC BOARD HEARING ROOM
Date: TUESDAY, NOVEMBER 10, 2026
Time: 9:00 A.M.

AGENDA

I. CALL TO ORDER.

II. APPROVAL OF MINUTES: June 18, 2026

III. NEW BUSINESS:

MOTION HEARING
Kraevin-Ryan San Nicolas vs. Guam Solid Waste Authority; CSC Case No.: 26-AA04T

ETHICS IN PROCUREMENT ASSESSMENT HEARING
Ricco Washburn vs. Office of the Attorney General; CSC Case No.: 26-EP01

IV. OLD BUSINESS:

DECISION AND ORDER
Maria L.S. Apuron vs. Office of the Attorney General; CSC Case No.: 26-GRE07

DECISION AND JUDGEMENT
Tricia Alconaba vs. Department of Education; CSC Case No.: 26-GRE06

V. GENERAL BUSINESS: None

VI. ADJOURNMENT.

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

DANIEL D. LEON GUERRERO
Executive Director

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I GOBIETNON GUÅHAN

CIVIL SERVICE COMMISSION

KUMISION I SETBISION SIBIT

BOARD MEETING MINUTES OF
Thursday, June 18, 2026

*The Civil Service Commission (CSC) convened on **Thursday, June 18, 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
Cathy O. Catling, Commissioner	Roland P. Fejarang, Personnel Mgmt. Administrator
Rose Marie Ayuyu Morales, Commissioner	Maria Masnayon, Personnel Mgmt. Analyst III
	Vickilynn C. Sablan, Personnel Mgmt. Analyst III
	Cynthia Camacho, Personnel Mgmt. Analyst II
	Audre King, Personnel Mgmt. Analyst I
	Angielyn Pangelinan, Board Secretary

I. CALL TO ORDER.

On **Thursday, June 18, 2026**, at approximately **9:14 am.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

II. APPROVAL OF MINUTES: None.

III. NEW BUSINESS:

1) Opening Remarks

Juan K. Calvo, Chairman mentioned that the public hearing was held to discuss the proposed **Amended Post-Audit Rules and Regulations**, advertised on June 4, June 11, and June 16, 2026, in compliance with the Open Government Law. Meeting notices were posted on the Government Public Notices Portal and CSC website, with livestream access provided via Zoom and Governor of Guam TV.

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Legal Counsel Nishihira advised that Commissioners may submit written suggested amendments to be included in the compilation for the final adoption hearing.

Legal Counsel Nishihira outlined the goal to finalize the compiled section-by-section rules by September 2026. Once adopted by the Board, the rules will go to the Department of Administration and the Governor, then be transmitted to the Guam Legislature for formal enactment or lapse into law under the 90-day statutory window.

IV. PUBLIC INPUT: No Public Participation

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 9:52 a.m. on Thursday, June 18, 2026.

Submitted for Approval:

Board Secretary

Approved:

Juan K. Calvo, Chairman

Date: 11.10.26

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BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF: **TRICIA ALCONABA,** **Employee,** **vs.** **DEPARTMENT OF EDUCATION,** **Management.**	**GRIEVANCE APPEAL** **CASE NO.: 26-GRE06** **DECISION AND JUDGMENT**

I. INTRODUCTION

This matter came before the Civil Service Commission (the "Commission") during a Motion Hearing on September 29, 2026 regarding the Guam Department of Education (GDOE) Management's Motion to Dismiss based on the following: 1) the claim arises from a prior proceeding (CSC Case No 24-PA01, dismissed with prejudice), 2) alternatively, if the claim is consider a new claim, it concerns

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classification and/or compensation and falls outside the Commission's jurisdiction pursuant to Public Law 28-68 and, (3) the grievance is untimely under Chapter 9 of the GDOE Personnel Rules and Regulations.

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

Employee Tricia Alconaba ("Employee") appeared with Lay Representative Robert Koss. GDOE Lay Representative Phyllis Blas appeared on behalf of Management along with Deputy Superintendent Jacqueline Quitugua.

II. JURISDICTION

The Jurisdiction of the Guam Civil Service Commission is established under the Organic Act of Guam, 4 GCA §§ 4401and 4403 et seq., and applicable Personnel Rules and Regulation.

III. PROCEEDINGS

Chairman Calvo moved to proceed with the Motion to Dismiss on the pleadings without oral argument subject to verification and clarifications by Commissioners, pursuant to CSC Grievance Rule G21. The Commission approved the motion by a vote of **5 to 0.**

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IV. FINDING OF FACTS AND CONCLUSION OF LAWS

After the review of the record, clarifications made by the parties and applicable legal authorities, the Commission finds and concludes as follows:

1) **Employee Status:** Employee is a certified teacher employed on a 9-month school-year schedule as a Certified Guidance Counselor.

2) **Grievance:** Employee grieves that while she was given a 14% pay adjustment she was entitled to a 17.5% pay adjustment, thereby leaving a 3.5% discrepancy.

3) **Remedy Sought:** In her Step IV Grievance Appeal filed on June 23, 2026, Employee requested that GDOE amend her Personnel Action effective January 2, 2008, through June 18, 2021, to reflect the 17.5% pay adjustment instead of the 14% adjustment, and award back pay for that period.

4) **Prior Decision:** The requested relief arises from Civil Service Commission Post Audit Appeal Case No. 24-PA01, which was previously dismissed by the Commission with prejudice under a Decision and Judgment expressly directing that no further action be taken.

//

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5) **Statutory Jurisdiction:** Pursuant to Public Law 28-68, authority over position classification and compensation matters were transferred from the Civil Service Commission to the Department of Administration (DOA).

DELIBERATION AND DISCUSSION

Vice Chairman Baza noted that while both Management and Employee presented valid points, Public Law 28-68 removed authority over classification and compensation matters from the Civil Service Commission and vested it to the Department of Administration. Based on this governing law, the Commission lacks jurisdiction over slotting, classification, and compensation.

Chairman Calvo agreed with Vice Chairman Baza, noting that Public Law 28-68 removed these functions from the Commission. Furthermore, under the exclusionary provisions of the grievance rules (Rule 12.301, DOA Personnel Rules and Regulations), the Commission possesses no subject-matter jurisdiction.

V. CONCLUSION

The Commission determined that the subject matter of Grievance Appeal No. 26-GRE06 concerns position classification and compensation, over which the Commission lacks subject-matter jurisdiction.

//

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ACCORDINGLY, by a vote of **5 to 0**, Management's Motion to Dismiss, for lack of jurisdiction, is hereby **GRANTED,** and CSC Grievance Appeal No. 26-GRE06 is **DISMISSED WITH PREJUDICE.**

IT IS SO ORDERED this 10th day of November, 2026

JOHN K. CALVO
Chairperson

LUIS R. BAZA
Vice Chairperson

ANTHONY P. BENAVENTE
Commissioner

CATHY O. CATLING
Commissioner

ROSEMARIE A. MORALES
Commissioner

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BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF: **MARIA L.S. APURON,** **Employee,** **vs.** **OFFICE OF THE ATTORNEY GENERAL,** **Management.**	**GRIEVANCE APPEAL CASE NO.: 26-GRE07** **DECISION AND ORDER**

INTRODUCTION

The above-referenced grievance matter concerning Maria L.S. Apuron, came before the Civil Service Commission at 9:00 a.m. on September 15, 2026, for a scheduled motion hearing.

//

Doc. No. 38GL-26-3202.*

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

Present was Maria L.S. Apuron, Employee, representing herself *Pro Se*. Present for the Office of the Attorney General was Lay Representative Maria Brown, representing Management.

JURISDICTION

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

DELIBERATION

At the onset of the Motion Hearing, Chairman Calvo made a motion to invoke CSC Rule G21, which states:

> *The Commission may or may not, in its discretion, afford the parties an opportunity to present oral arguments and presentations.*

//

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The Commission voted 5 to 0 in favor of Chairman's Calvo's motion.

The Commission deliberated on three Motions. Employee's Motion to Strike in Part any References to Adverse Action, Employee's Motion to Compel Testimony, and Employee's Motion to Compel Discovery.

Vice Chairman Baza explained that because there is no reference on the Grievance filings of an Adverse Action matter, the motion to Strike in Part any References to Adverse Action is moot.

Chairman Calvo then explained the motion to compel testimony is not necessary because the Employee can call witnesses, and they will have to testify under oath.

Lastly, Chairman Calvo explained that the motion to Compel Discovery is not required because it is the Employee's right to request any document they need for the hearing.

//

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RULING

Following careful consideration, the Commission voted 5 to 0, unanimously, to deny Employee's Motion to Strike in Part any References to Adverse Action, to deny Employee's Motion to Compel Testimony, and deny Employee's Motion to Compel Discovery. Consequently, the matter is hereby ordered to proceed to a full hearing on the merits.

SO ADJUDGED AND ORDERED, this 10th 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

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BEFORE THE
CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

IN THE MATTER OF: **RICCO WASHBURN.,** **Complainant,** **vs.** **OFFICE OF THE ATTORNEY GENERAL,** **Management.**	**ETHICS IN PROCUREMENT APPEAL** **CASE NO: 26-EP01** **ORDER AFTER HEARING**

This matter came before the Civil Service Commission (Commission) on November 10, 2026.

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

Doc. No. 38GL-26-3202.*

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Employee, Ricco Washburn, did not appear in person but he logged onto the video streaming. Management was represented 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 Ethics in Procurement complaint into the hiring and termination of Employee's employment.

DISCUSSION

Cynthia Camacho Personnel Management Analyst II read the Ethics in Procurement 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 Ethics in Procurement Assessment Report the Commission must now come to a decision. The Commission decided by a vote of 5 - 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)**

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

SO ORDERED this 10th 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

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CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

Ethics in Procurement Assessment Hearing

RICCO WASHBURN

COMPLAINANT

VS.

OFFICE OF THE ATTORNEY GENERAL (OAG)

Management

CASE # 26-EP01

TYPE OF CASE: Ethics in Procurement (EP)

Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS

ETHICS IN PROCUREMENT ASSESSMENT REPORT

OPENING STATEMENT

BEFORE WE PROCEED WITH THE HEARING, I WOULD LIKE TO STATE FOR THE RECORD TO THOSE WHO ARE PRESENT AND FOR THOSE WHO ARE WATCHING ON-LINE OR BY VIDEO STREAMING THAT WE ARE IN COMPLIANCE WITH 5 GCA GOVERNMENT OPERATIONS CHAPTER 8 OPEN GOVERNMENT LAW.

THE CIVIL SERVICE COMMISSION IS NOW IN SESSION TO HEAR THE STAFF'S **ETHICS IN PROCUREMENT ASSESSMENT REPORT,** ON A COMPLAINT FILED AUGUST 18, 2026 BY **RICCO WASHBURN CASE NO. 26-EP01** THE **COMPLAINANT,** VERSUS THE **OFFICE OF THE ATTORNEY GENERAL (OAG),** HEREAFTER **MANAGEMENT**

INTRODUCTION OF COMMISSIONERS

MY NAME IS JUAN K. CALVO, CHAIRPERSON, WILL THE REST OF THE COMMISSIONERS PLEASE INTRODUCE THEMSELVES FOR THE RECORD BEGINNING WITH THE VICE-CHAIR

INTRODUCTION OF COMMISSION STAFF

WILL THE STAFF PLEASE INTRODUCE THEMSELVES FOR THE RECORD BEGINNING WITH THE EXECUTIVE DIRECTOR

INTRODUCTION OF PERSONNEL MANAGEMENT ADMINISTRATOR AND CASE MANAGER

WILL THE PMA AND THE CASE MANAGER PLEASE INTRODUCE THEMSELVES FOR THE RECORD

THE HEARING WILL BE STRICTLY CONFINED TO PRESENTATION ON THE STAFF'S ETHICS IN PROCUREMENT ASSESSMENT REPORT, FOR THE BOARDS CONSIDERATION.

AND

FOR THE RECORD RECONGNIZES

THE REPRESENTATIVES THAT ARE PRESENT

Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

LOU A. LEON GUERRERO
Governor
JOSHUA TENORIO
Lieutenant Governor

CIVIL SERVICE COMMISSION
Kumision I Setbision Sibit
GOVERNMENT OF GUAM
I Gobietnon Guahan
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Tel: (671) 647-1855/1857 • Fax: (671) 647-1867
Website: csc.guam.gov

DANIEL D. LEON GUERRERO
Executive Director

CIVIL SERVICE COMMISSION
STAFF ASSESSMENT REPORT

Prepared by: Cynthia Camacho
Personnel Management Analyst II

Complainant: Ricco Washburn
Ethics in Procurement (EP) Case No.: 26-EP01
October 28, 2026

I. REQUEST:

Mr. Ricco Washburn, a former unclassified Assistant Attorney of the Office of the Attorney General of Guam (OAG), filed multiple complaints in regards to, Post-Audit, Notice of Personnel Action (NOPA), Lay-Off, Public Employee Protection (Whistle Blower), Political Activity (Mini-Hatch) and Ethics in Procurement with the Civil Service Commission (CSC), Board of Commissioners (Commission) on August 18, 2026 **(Exhibit 1).**

All of Mr. Washburn's complaints will be evaluated and assessed individually, in accordance with the appropriate Personnel Rules and Regulations and Laws.

This assessment will address just the **Ethics in Procurement** complaint that Mr. Washburn filed against the OAG.

II. AUTHORITIES:

5 GCA § 5625. Statement of Policy.

(a) Public employment is a public trust. It is the policy of Guam to promote and balance the objective of protecting government integrity and the objective of facilitating the recruitment and retention of personnel needed by Guam. Such policy is implemented by prescribing essential standards of ethical conduct without creating unnecessary obstacles to entering public service. (b) Public employees must discharge their duties impartially so as to assure fair competitive access to governmental procurement by responsible contractors. Moreover, they should conduct themselves in such a manner as to foster public confidence in the integrity of the Guam procurement organization. (c) To achieve the purpose of this Chapter, it is essential that those doing business with Guam also observe the ethical standards prescribed herein.

5 GCA § 5626. General Standards of Ethical Conduct.

(a)General Ethical Standards for Employees. Any attempt to realize personal gain through public employment by conduct inconsistent with the proper discharge of the employee's duties is a breach of a public trust. In order to fulfill this general prescribed standard, employees must also meet the specific standards set forth in §§ 5628 through 5633 of this Chapter.

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(b) General Ethical Standards for Non-Employees. Any effort to influence any public employee to breach the standards of ethical conduct set forth in this Section and §§ 5628 through 5633 of this Chapter is also a breach of ethical standards

5 GCA § 5628. Employee Conflict of Interest.

(a) Conflict of Interest. It shall be a breach of ethical standards for any employee to participate directly or indirectly in a procurement when the employee knows that:

(1) the employee or any member of the employee's immediate family has a financial interest pertaining to the procurement;

(2) a business or organization in which the employee, or any member of the employee's immediate family, has a financial interest pertaining to the procurement; or

(3) any other person, business or organization with whom the employee or any member of the employee's immediate family is negotiating or has an arrangement concerning prospective employment is involved in the procurement.

(b) Financial Interest in a Blind Trust. Where an employee or any member of the employee's immediate family holds a financial interest in a blind trust, the employee shall not be deemed to have a conflict of interest with regard to matters pertaining to that financial interest, provided that disclosure of the existence of the blind trust has been made to the Civil Service Commission.

(c) Discovery of Actual or Potential Conflict of Interest, Disqualification, and Waiver. Upon discovery of an actual or potential conflict of interest, an employee shall promptly file a written statement of disqualification and shall with draw from further participation in the transaction involved. The employee may, at the same time, apply to the Civil Service Commission in accordance with § 5676(c) of this Chapter for an advisory opinion as to what further participation, if any, the employee may have in the transaction.

(d) Notice. Notice of this prohibition shall be provided in accordance with regulations promulgated by the Civil Service Commission.

§ 5629. Employee Disclosure Requirements.

(a) Disclosure of Benefit Received from Contract. Any employee who has, or obtains any benefit from, any Guam contract with a business in which the employee has a financial interest shall report such benefit to the Civil Service Commission; provided, however, that this Section shall not apply to a contract with a business where the employee's interest in the business has been placed in a disclosed blind trust.

(b) Failure to Disclose Benefit Received. Any employee who knows or should have known of such benefit, and fails to report such benefit to the Civil Service Commission is in breach of the ethical standards of this Section. (c) Notice. Notice of this requirement shall be provided in accordance with regulations promulgated by the Civil Service Commission.

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§ 5630. Gratuities and Kickbacks.

(a) Gratuities. It shall be a breach of ethical standards for any person to offer, give or agree to give any employee or former employee, or for any employee or former employee to solicit, demand, accept or agree to accept from another person, a gratuity or *an offer of employment* in connection with any decision, approval, disapproval, recommendation, preparation of any part of a program requirement or a purchase request, influencing the content of any specification or procurement standard, rendering of advice, investigation, auditing, or in any other advisory capacity in any proceeding or application, request for ruling, determination, claim or controversy, or other particular matter, pertaining to any program requirement or a contract or subcontract; or to any solicitation or proposal therefor. **(Cited in part)**

§ 5632. Restrictions on Employment of Present and Former Employees.

(a) Contemporaneous Employment Prohibited. Except as may be permitted by regulations pursuant to this Chapter or pursuant to Title 4 GCA, or rulings of the Civil Service Commission pursuant to this Chapter, it shall be a breach of ethical standards for any employee who is participating directly or indirectly in the procurement process to become or be, while such an employee, the employee of any person contracting with the governmental body by whom the employee is employed. Notice of this provision shall be provided in accordance with regulations promulgated by the Civil Service Commission.

Cited in part.

§ 5650. Civil and Administrative Remedies Against Employees Who Breach Ethical Standards.

(a) Existing Remedies Not Impaired. Civil and administrative remedies against employees which are in existence on the effective date of this Chapter shall not be impaired.

(b) Supplemental Remedies. In addition to existing remedies for breach of the ethical standards of this Chapter or regulations promulgated hereunder, *the Civil Service Commissions may, in connection with employees of the Government of Guam, direct the appointing authority to issue any one or more of the following:*

(1) oral or written warnings or reprimands;

(2) suspension with or without pay for specified periods of time; and

(3) termination of employment;

but the Civil Service Commission members who made such recommendation shall not sit upon any appeal from the resulting adverse action and I Maga'håga/Maga'låhi shall appoint members pro tempore, without the consent of I Liheslaturan, to hear such appeals.

(c) Right to Recover from Employee Value Received in Breach of Ethical Standards. The value of anything received by an employee in breach of the ethical standards of this Chapter or regulations promulgated hereunder shall be recoverable by Guam as provided in § 5652 of this Chapter.

(d) Due Process. All procedures under this Section shall be in accordance with existing law and regulations regarding adverse actions and employee discipline promulgated pursuant to Title 4 Guam Code Annotated.

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§ 5675. Ethics: Non-Employees.
In addition to the authority and duties of the Policy Office established under § 5101 of this Chapter, such office is hereby given the functions required under this Chapter with regard to non-employees and the Civil Service Commission is hereby given the functions required with regard to employees.

§ 5676. Ethics Commission.
(c)Waiver. On written request of an employee, the Civil Service Commission may grant an employee, or the Policy Office may grant a contractor, a written waiver from the application of § 5628 of this Chapter and grant permission to proceed with the transaction to such extent and upon such terms and conditions as may be specified. Such waiver and permission may be granted when the interests of Guam so require or when the ethical conflict is insubstantial or remote. **Cited in part**

§ 5677. Appeal of Decisions.
(a) General. Except as provided under Subsections (b) and (c) of this Section, a decision of the Policy Office under § 5481 of this Chapter shall be reviewable in accordance with the Administrative Adjudication Law of Guam. The opinions of the Civil Service Commission shall be reviewable in the same manner, but only in connection with their duty to render opinions.

(b) Debarment or Suspension. A decision of the Policy Office regarding debarment or suspension under 5481(b) of this Chapter shall be reviewable as provided in 5481(b) of this Chapter.

(c) An appeal from the decision of the Civil Service Commission under § 5650 of this Chapter shall be taken before members, either permanent or pro tempore, who had no part in the decision being appealed from in accordance with the rules of the Civil Service Commission governing adverse actions in general. Further review by the Superior Court, where permitted, shall be pursuant to the provisions of Title 4 Guam Code Annotated.

Guam's Department of Administration Personnel Rules and Regulations (PR&R)
In its entirety.

III. BACKGROUND:

June 12, 2026, a Notice of Personnel Action (NOPA) officially appointed Mr. Washburn as an unclassified employee with the OAG, (PA No. PA-7053). **(Exhibit 2)**

July 23, 2026: OAG sends a formal Notice of Termination via email. Thereafter, management along with police officers personally visited the complainant at his hotel room to verbally fired him.

July 24, 2026, a Notice of Personnel Action (NOPA) was enacted to terminate Mr. Washburn's unclassified employment at the OAG, effective July 23, 2026, (PA No. PA-8012). **(Exhibit 3)**

Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

August 14, 2026 Mr. Washburn electronically filed to the Civil Division in the Office of the Attorney General of Guam and the Civil Service Commission his formal Public Employee Protection complaint regarding improper and unethical practices he experienced while employed with the OAG, dated on August 12, 2026.

August 18, 2026, Mr. Washburn subsequently filed several complaints with the Civil Service Commission (CSC) asserting multi-jurisdictional employment violations.

Mr. Washburn in his complaint asserts the following:

"I. *Management Breach of Contract; Detrimental Reliance; Anticipatory Repudiation concerning Employee's Employment, Relocation and Reimbursement Obligations.*

II. Management Failure to follow established Procedures concerning Employment, Relocation, Reimbursement Obligations, Governing Employee Separation; Retaliatory Termination under the Whistleblower Act, 5GCA ch. 37.

III. Management Misuse of Criminal process in connection with a Civil dispute.

IV. Management Inflicted Intentional Emotional Distress, Abuse of Process during a Coerced Settlement and Extortion. (see Exhibit 1)

V. *Publications and Dissemination of False and/or Misleading statements, Libel per se, Defamation of Character, Improper Public Dissemination of Information Concerning a Private Individual.*

And Constructive Discharge & Harassment."

September 4, 2026, a Notice of Filing was provided to the Attorney General of Guam, and the complainant, regarding the Ethic in Procurement (EP) complaint filed by Mr. Washburn's, CSC Case **No. 26-EP01**.

IV. ASSESSMENT:

Does the Civil Service Commission have the jurisdiction to review for Ethics in Procurement complaint submitted by a former unclassified service employee of the Office of the Attorney General? **Yes.**

Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

Pursuant to §5676 and *5 GCA §5650(b) Civil and Administrative Remedies Against Employees Who Breach Ethical Standards,* the Civil Service Commission has the authority to investigate and hear *Ethics in Procurement* complaints regardless of whether the complainant is by an unclassified employee or an employee who is no longer employed by the government and the authority to enforce remedies under *5 GCA §5650(b).*

5 GCA §5650(b). states, "(b) Supplemental Remedies. In addition to existing remedies for breach of the ethical standards of this Chapter or regulations promulgated hereunder, the Civil Service Commissions may, in connection with employees of the government of Guam, direct the appointing authority to issue any one or more of the following:

(1) oral or written warnings or reprimands;
(2) suspension with or without pay for specified periods of time; and
(3) termination of employment"

Mr. Washburn's complaint lacks the foundation to support an *Ethics in Procurement* violation by management. He provides no information of any financial transaction(s), an undisclosed benefit that was received, gratuities and kickbacks, or any information that would warrant a violation under *Ethics in Procurement*. His complaint focuses on his personal termination, the arrest, and provides no specific detail, evidence, or identifies on how *Ethics in Procurement* was compromised or the violation(s) under **5 GCA §§ 5629–5633** (such as conflicts of interest or misuse of confidential information) performed by management.

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I. RECOMMENDATION:

Staff recommends that the Commission dismiss this matter and decline to proceed with an investigation because Mr. Washburn's complaint does not provide foundation of Ethics in Procurement violation(s) pursuant to 5 GCA §5625 through §5677. Therefore, the Commission lacks jurisdiction to move forward on Mr. Washburn's Ethics in Procurement complaint.

10-29-26

CYNTHIA KM CAMACHO
Personnel Management Analyst II

10-29-26

ROLAND P. FEJARANG
Personnel Management Administrator

10/22/2026

DANIEL D. LEON GUERRERO
Executive Director

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CIVIL SERVICE COMMISSION
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Website: csc.guam.gov

LOURDES A. LEON GUERRERO
Governor
JOSHUA F. TENORIO
Lieutenant Governor

DANIEL D. LEON GUERRERO
Executive Director

AUG 10 2020
2:39 pm
via email

Employee Address and Contact Information / Disclosure Form:

This form requests information that is relevant and necessary to reach a decision in your Appeal. The Civil Service Commission collects this information in order to process Appeals or Complaints under its statutory and regulatory authority. An Appeal or Complaint is a voluntary action, you are not required to provide any personal information in connection with it. However, failure to supply the Civil Service Commission with all the information essential to reach a decision in your case could result in the rejection of your Appeal or Complaint.

Please be advised that your Appeal or Complaint is available to the public under the provisions of the Sunshine Reform Act of 1999. Information contained in your Appeal or Complaint file may be released as required by the Sunshine Reform Act of 1999. Additionally, information about your Appeal or Complaint will also be used in a depersonalized form in a database for program statistics.

Please print legibly below:

Employee Name:	Ricco Washburn
Position Title:	Assistant Attorney General/Criminal Prosecutor
Agency/Department:	Office of the Attorney General of Guam/General Crimes Division
Home Phone:	[redacted]
Work Phone:	
Cell Phone:	
Home Address:	
Mailing Address:	
E-mail address:	

DISCLOSURE OF INFORMATION: Upon filing of any Appeal or Complaint, all documents submitted to the Civil Service Commission become public records/writing. The documents may be disclosed, inspected, or copied pursuant to the Sunshine Reform Act (5GCA, Chapter 10) or other applicable law(s). Personal information will not be made available to the public (i.e., SSN#, home address, etc.).

I hereby agree and acknowledge that upon any changes of the above information, I will notify the Commission. Non-notification may result in my case being dismissed. Furthermore, I have read and understand the Disclosure of Information Statement above.

8/12/2026

SIGNATURE & DATE OF EMPLOYEE	SIGNATURE & DATE OF REPRESENTATIVE

Doc. No. 38GL-26-3202.*

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Lieutenant Governor

DANIEL D. LEON GUERRERO
Executive Director

Employee and or their Representative, if any, shall be responsible to notify the Civil Service Commission of any changes in contact information. Employee shall be primarily responsible for notification to the Commission of any changes in representation. Failure to notify the Commission may result in the dismissal of your case for failure to attend hearings and conferences.

SUMMARY OF THE DIFFERENT APPEALS OR COMPLAINTS:

TYPES OF APPEALS: Appeals involve a Classified Employee and Management or their Representatives arguing the matter before the Commissioners to render a decision in their favor. The burden of proof is on management on Adverse Actions and other appeals, the burden of proof is on the Employee.

- **Adverse Actions** – Is an action taken by Management to suspend, demote or dismiss an Employee in the Classified Service.
- **Grievance** – Normally include, but not limited to, such matters as employee-supervisor relationships, duty assignments not related to job classification, shift and job locations, assignments, hours worked, working facilities and conditions, policies for granting leave and other related matters.
- **Equal Employment Opportunity** – Is an action taken by Management or another Employee discriminating in employment matters against any person on the basis of race, color, sex, religion, occupational qualifications, or legal requirements.

TYPES OF COMPLAINTS: Complaints involve the Civil Service Commission staff to prepare an Assessment Report to be presented before the Commissioners for their approval into a formal investigation. The burden of proof is on the Employee.

- **Post Audit** – A written request to review an action that is improperly applied in personnel matters.
- **Notice of Personnel Action** – A review of a Personnel Action that is improperly applied pursuant to rule or law.
- **Public Employee Protection Act, "AKA: Whistle Blower."** (applicable to Classified and Unclassified Employees)- An action by any Government of Guam Employee that was done in retaliation because you reported waste and mismanagement of public funds, abuse of government authority, and illegal or unethical practices. Disclosure is required to your immediate supervisor, appointing authority or member of the Guam Legislature before filing a complaint.
- **Lay-Off** – Is an action taken by Management that is either improperly applied pursuant to the Lay-Off procedures, or taken in bad faith.
- **Priority Placement** – Is an action taken by Management that is either improperly applied pursuant to the Priority Placement and Lay-Off procedures, or taken in bad faith.
- **Furlough** – Is an action taken by Management that is either improperly applied pursuant to the Furlough procedures or taken in bad faith.
- **Political Activity, "aka: Mini-Hatch,"** (applicable to Classified & Unclassified employees) – An activity by any Government of Guam employee that is prohibited by the Political Activity law.
- **Ethics in Procurement** – An action in violation of procurement practices pursuant to 5GCA §5625-§5633.

Doc. No. 38GL-26-3202.*

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Executive Director

DOCUMENTATION REQUIREMENTS:

CSC Resolution No. 2016-004, requires the submission of the following number of copies required for submission:

- Case Management Statement – Original and Four (4) copies.
- Entry of Appearance – Original and Four (4) copies.
- Employee's Initial Appeal or Complaint for case(s) – Original and Twelve (12) copies.
- Motions for appealed cases or complaints (i.e., Compel Discovery, Withdraw, Dismiss, etc.) – Original and Twelve (12) copies.
- Employee's Witness List – Original and Twelve (12) copies.
- Employee's Exhibit List – Original and Twelve (12) copies.
- Proposed Judgment – Provide "word format" to case manager.
- Stipulation of Settlement/Agreement – Original and Twelve (12) copies.

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LOURDES A. LEON GUERRERO
Governor
JOSHUA F. TENORIO
Lieutenant Governor

DANIEL D. LEON GUERRERO
Executive Director

DATE: 8/12/2026

TO: Executive Director, Civil Service Commission

FROM: Ricco Washburn

SUBJECT: ☐ Letter of Appeal ☑ Letter of Complaint
(Must check only one (1) item. For multiple Appeals or Complaints please fill out additional forms.)

APPEAL: (Please check only one (1) box)

☐ **Adverse Action** ☐ **Grievance** ☐ **Equal Employment Opportunity**
☐ **Lay-Off "Bad Faith"** ☐ **Furlough "Bad Faith"** ☐ **Priority Placement "Bad Faith"**

COMPLAINT: (Please check only one (1) box)

☑ **Post Audit** ☑ **Notice of Personnel Action** ☑ **Lay-Off** ☐ **Furlough** ☐ **Priority Placement**
☑ **Public Protection Act. "AKA: Whistle Blower"** ☑ **Ethics in Procurement** ☐ **Political Activity, "AKA: Mini-Hatch"**

I, Ricco Carlos Washburn
(Print Full Name)

A ☐ Classified employee ☑ Unclassified Employee of Office of the Attorney General of Guam in the position
(Agency or Department)

Assistant Attorney General, alleges that the action is inappropriate for the following reasons:
(Your official job title)

Please see attached complaint

8/12/2026
Signature & Date

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LOURDES A. LEON GUERRERO
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DANIEL D. LEON GUERRERO
Executive Director

CONTINUATION

DATE: 8/12/2026

TO: Executive Director, Civil Service Commission

FROM: Ricco Washburn

SUBJECT: ☐ Letter of Appeal ☑ Letter of Complaint

8/12/2026
Signature & Date

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CIVIL SERVICE COMMISSION
PERSONNEL BOARD
GOVERNMENT OF GUAM

PEPA Case No. _____
PUBLIC EMPLOYEE PROTECTION
COMPLAINT

Ricco Washburn
EMPLOYEE,

vs.

Office of the Attorney General of Guam
MANAGEMENT.

STATEMENT OF FACTS

On Thursday, June 5, 2026 at 6:31 PM (EST), Ricco Washburn (hereinafter referred to as 'Employee') received "Offer Letter" from the Office of the Attorney General of Guam (hereinafter referred to as 'Management') and Accepted Employment as an Assistant Attorney General in Reliance upon Telephone and WhatsApp Representations made by Management concerning Employment, Relocation, and Reimbursement Obligations. Throughout Employee's near two-month term of Employment as the Assistant Attorney General "OAG-335", Employee consistently raised concerns through: verbal communications in office; numerous email correspondence; 2 typed letters; Telephone and WhatsApp communications, regarding the many unethical and improper governmental practices, including but not limited to:

1. **Management Breach of Contract; Detrimental Reliance; Anticipatory Repudiation concerning Employee's Employment, Relocation, and Reimbursement Obligations.**

Management Representations upon which Employee Reasonably Relied, resulting in Detrimental Reliance and substantial financial losses of approximately $19,000 to $25,000 in verified out-of-pocket outlays including but not limited to:

- Reimbursable Relocation Airline Expenses **$3,640.78**;
- Hotels Accommodations totaling **$4,405.16**;
- Relocation off island to Hong Kong on June 17, 2026 due to Temporary Homelessness as a result of lack of housing accommodations, possibly resulting from the arrival of USS Washington on Guam: **$3,000+**;
- Reimbursable Evacuation to Australia on July 2, 2026 due to Typhoon Bavi: **$3,553.50**;
- Reliance on the Management's recommendation of REMAX/Diamond Realty—in the document *Moving to Guam: Frequently Asked Questions*— in conjunction with Salt + Light Realty—resulted in a Retained Real Estate Deposit of **$3,720.00** and ongoing

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monthly charges of **$3,650.00** despite continued Notice of Lease Termination for Failure to Deliver;

- Professional losses resulting from Resignation and Termination from pre-existing Legal Employment commissions totaling **$165,000+**.
- Month-long Rental Agreement with Japan Rent-A-Car, per the Recommendation of the Management in the document *Moving to Guam: Frequently Asked Questions*: **$911.00**.

II. Management Failure to follow established Procedures concerning Employment, Relocation, Reimbursement Obligations, Governing Employee Separation; Retaliatory Termination under the Whistleblower Act. 5 GCA ch. 37.

Gross Mismanagement in the Administration of Employment; Failure to protect Employee Safety; Failure to Implement or Administer any reasonable Process for Employee Relocation despite "luring" an off-island Attorney to relocate immediately to Guam; Constructive Discharge; and Harassment.

III. Management Misuse of Criminal process in connection with a Civil dispute.

Involved in a Civil dispute with Management recommended Japan Rent-A-Car which escalated into Guam Police Department Case #26-17375 alleging Theft and Unauthorized Use, resulting in Employee and Employee's Fiancée being ***held at Gunpoint*** and Arrested on July 17, 2026 at the Village of Donki at approximately 6:30 PM (ChST), "booked" for more than 24-hours.

Management noted this "Misunderstanding" Civil dispute occurred despite documented, repeated attempts to extend the rental agreement via electronic means on July 3, July 6, July 7, and July 9, 2026, demonstrating a ***clear intent*** to remain in Lawful Possession of the vehicle and fulfill Contractual Obligations; all while evacuating Guam due to Typhoon Bavi, making landfall between July 5-6, 2026.

Management Seizure of operational capital and personal property as "evidence" for over 115 hours (July 17, 2026 - July 22, 2026) including; all forms of personal identification, financial access, prescription glasses, and computer systems.

IV. Management Inflicted Intentional Emotional Distress; Abuse of Process during a Coerced Settlement; and Extortion.

While Incarcerated at the Hagåtña Detention Facility at approximately 7:00PM (ChST) July 18, 2026, Employee received a custodial call with an investigator from Management demanding

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agreement to a Civil dispute ***while Under Duress*** without Explanation of Terms (hereinafter referred to as "Itemized Invoice").

An Itemized Invoice was not provided until the afternoon of July 23, 2026 once further personal investigation after continued ***written Harassment from the Management threatening additional Criminal action*** with the Superior Court of Guam.

The amount of **$1,127.00** was paid under duress of threat of Criminal charges after further personal investigation, and direct communication with Japan Rent-A-Car, in a wire transfer **completed over the phone** to the Bank of Guam.

> ***"Following my arrest, I was subjected to custodial questioning without first being advised of my constitutional rights pursuant to Miranda v. Arizona, 384 U.S. 436 (1966). During my arrest and subsequent detention on July 17, 2026, I inquired on Officer Soto's utilization of a department-issued body-worn camera during the encounter.***
>
> ***Officer Soto claimed that he had a body-worn camera. Based upon my experience as an Assistant Attorney General in the General Crimes Division of the Office of the Attorney General of Guam, my familiarity with Guam law enforcement practices, and information available to me, I have reason to believe that representation was inaccurate."***

V. Publication and Dissemination of False and/or Misleading statements; Libel per se; Defamation of Character; Improper Public Dissemination of Information Concerning A Private Individual:

On or about July 19, 2026, in regards to Guam Police Department Case #26-17375, The Guam Daily Post published False and Defamatory Statements attributed to Management, regarding Employee's Personal and Professional Character, and the Arrest occurring on July 17, 2026. These many Statements and Redacted Articles are Defamatory and highly Damaging to the Professional Reputation, causing Substantial Injury, Emotional Distress, and Economic Harm. The Original Articles were removed from publications, and replaced with additional Articles in which Management may have attempted to "Mitigate" Damages.

The subsequent removal of the Articles from the Internet further raises concerns regarding the Propriety, Accuracy, Authorization, and Necessity of the Original Disclosure. After requesting an explanation regarding the Removal and a Copy of the Original Article, correspondence from Paul D. Charfauros, Managing Editor of the Guam Daily Post, stated:

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> "The News Article you are referencing was taken down from our site because the information Reported is no longer relevant. As such, we have decided not to disseminate that information either publicly or privately."

In additional Published Statements made to the Pacific Daily News on July 21, 2026, Management Falsely reported Employee's Relationship Status as Married and made False Allegations concerning Employee's Evacuation due to Typhoon Bavi, stating:

> "I view this as problems associated with newcomers to Guam having to face for the first time a super typhoon situation and being spooked by how devastated their new life on Guam would be," the AG said."

Constructive Discharge & Harassment

The following timeline details the Events of Employee's Wrongful Termination on July 23, 2026.

- While Incarcerated at the Hagåtña Detention Facility on the night of July 18, 2026 at approximately 6:00 PM (ChST), Employee received a custodial call from an Investigator at Management stating, "Doug wants to talk to you and you are suspended pending Investigation."
- On July 23, 2026, at approximately 11:14 AM (ChST), a telephone call to Employee's hotel room at Hotel Tano was received from Management directing Employee to report to the Management at 12:00 PM.
- At approximately 11:52 AM (ChST), email correspondence was received from Management, including a Notice of Termination and written instructions requesting the completion of Separation Documents, return of my Office badge and key card, and coordination with Management regarding the retrieval of Employee's personal belongings.
- Before I had reasonable opportunity to comply with written separation instructions, at approximately 12:10 PM (ChST), Management appeared beating on the Employee's private hotel room #3114 door with the Guam Police Department and Hotel Tano manager, demanding immediate surrender of badge and key card despite a clearly visible "DO NOT DISTURB" sign hanging on the door. Despite Employee's stated willingness to comply and cooperate with Management's instructions, after retrieval of aforementioned property, Management continued to beat on the door and repeatedly shouted, "You're fired!", before leaving.
- Resultant from this encounter, Employee received correspondence from Hotel Tano's Rooms Division Manager, Jerald Aradanas, claiming a Violation of the Hotel's No-Smoking Policy and Unsubstantiated Allegations of the Use of Marijuana, resulting in

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forfeiture of Employee's Security Deposit (**$150.00**) and being banned from future accommodations at Hotel Tano.

The *Grossly Negligent Conduct occurring during Employee's Termination* exceeded any Legitimate Administrative Need; Deviated significantly from established Separation Policies and Procedures; caused an unnecessary public confrontation at Hotel Tano; and has resulted in ***severe and on-going*** Emotional Distress to Employee and Employee's Hotel Guest.

As such, these coordinated patterns of Intimidation and Harassment from Management, directly compromised Personal Safety and constructively initiated an Immediate Relocation of Employee off the island of Guam on July 23 at approximately 5:00PM (ChSt).

Management further Demands on July 24 and August 11, to appear on Guam Administrative to facilitate Separation Documents for any further payment, including but not limited to: access to Employee Retirement Funds; over **$900+** cash donation delivered by colleague to Management's run for Governor; and aforementioned Reimbursements.

CONCLUSION

Employee respectfully requests that the Civil Service Commission investigate the circumstances surrounding Management's unethical and improper governmental practices, Employee's Termination, and grant all Relief available within its Jurisdiction, including immediate Reinstatement, Restoration of Benefits, Back Pay, Correction of Employee Personnel Records, and any additional Relief deemed Just and Proper.

8/12/2026

Ricco Washburn Date
EMPLOYEE

Note that the Legislature has taken steps to ensure that any protected personal identifying information has been redacted or excluded in whole or in part in order to protect the privacy of any individual(s) whose information has been included as part of this transmittal.

Gmail

Vicklilynn Sablan <vicklilynn.sablan@csc.guam.g

Fwd: Public Employee Protection Complaint

1 message

Maria Brown <mbrown@oagguam.org>
To: Vicklilynn Sablan <vicklilynn.sablan@csc.guam.gov>

Tue, Aug 18, 2026 at 2:39

---------- Forwarded message ---------
From: **Ricco Washburn Esq** <ricco@riccowashburn.com>
Date: Fri, Aug 14, 2026 at 7:34 AM
Subject: Public Employee Protection Complaint
To: civil@oagguam.org <civil@oagguam.org>
Cc: administration@oagguam.org <administration@oagguam.org>, document.filing@csc.guam.gov <document.filing@csc.guam.gov>

Håfa adai!

Please find attached my formal Public Employee Protection Complaint regarding improper and unethical government practices I experienced during my time as the Assistant Attorney General at the Office of the Attorney General of Guam from June 5 to July 23, 2026.

Please let me know if you have any questions.

Respectfully,

Ricco Washburn

CIVIL SERVICE COMMISSION
26-0043
RECEIVED
AUG 18 2026
2:39 pm
no email
GOVERNMENT OF GUAM



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Respectfully,

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Maria Brown
Paralegal II
Civil Division

Office of the Attorney General of Guam
134 W. Soledad Avenue, Suite 302
Hagåtña, GU 96910
Tel: (671) 475-3324 ext. 3665
mbrown@oagguam.org
www.guamattorneygeneral.org

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2 attachments

Ricco Washburn Civil Service Commission.pdf
5673K

R. Washburn Disclosure Form.pdf
5612K

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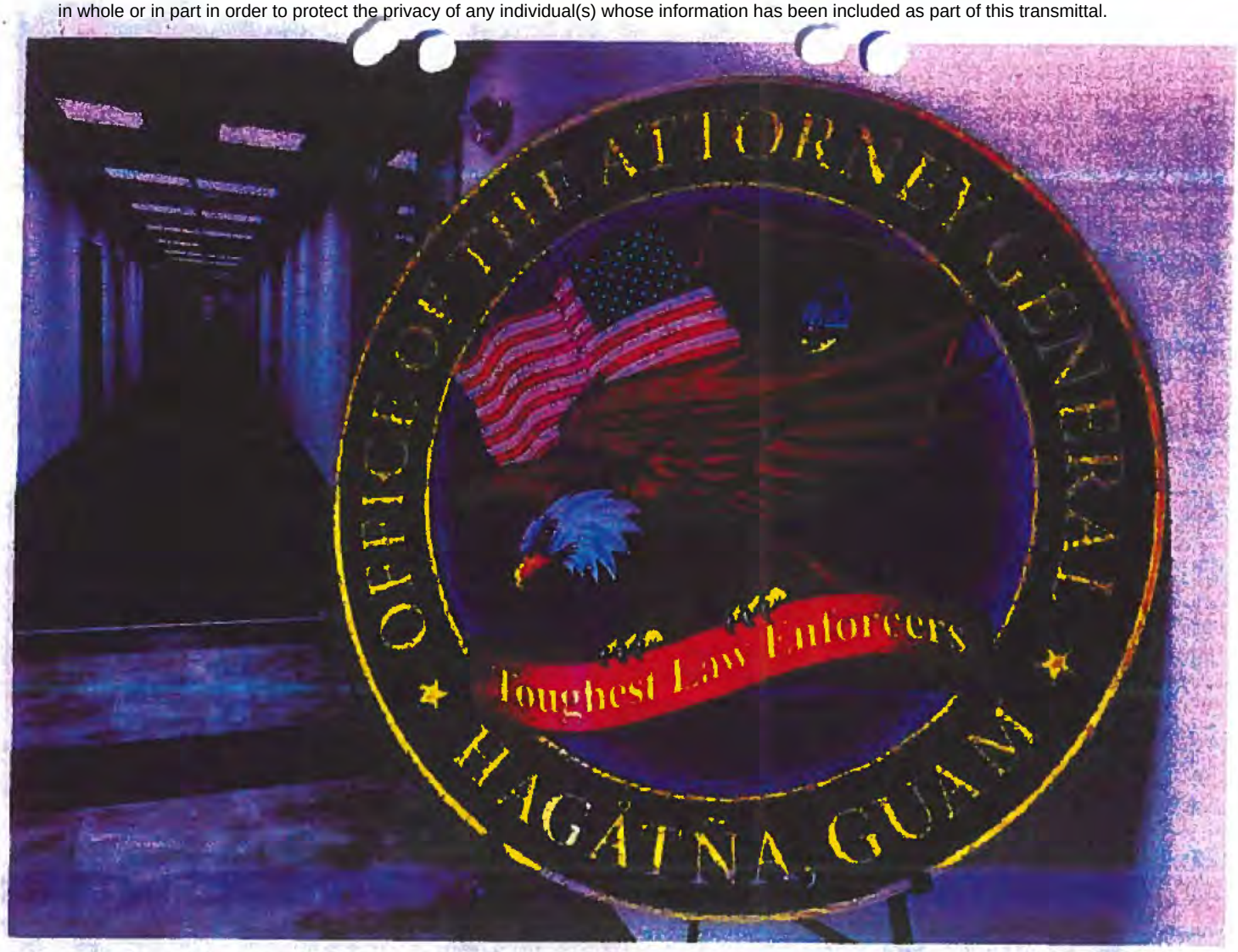
https://www.guampdn.com/news/ag-hire-arrested-for-vehicle-theft-moylan-misunderstanding-with-rental-company/article_8a20866b-dbd6-4f17-9fd9-6601da321339.html

TOP STORY

AG hire arrested for vehicle theft; Moylan: 'Misunderstanding' with rental company

By Joe Taitano II Pacific Daily News
Jul 21, 2026

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The new satellite office of the Office of the Attorney General at the Bank of Hawaii building in Hagåtña, as photographed on July 5, 2024.

Haidee Eugenio Gilbert/Pacific Daily News

A new lawyer hired at the Office of the Attorney General was arrested, booked, and released over the weekend over what Attorney General Douglas Moylan called a "misunderstanding" with a rental car company that decided not to press charges.

Ricco Washburn was confined at the Department of Corrections at 12:30 a.m. on Saturday after police arrested him for felony theft of a motor vehicle, according to a DOC confinement record obtained by the Pacific Daily News. That same day, the AG's office Government Corruption Division sent a memo to the Hagåtña Detention Facility informing them to book and release Washburn.

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Washburn's name and email address are listed on the AG's office employee directory, and AG Moylan on Sunday confirmed that Washburn is a new recruit at his office.

According to the AG, the arrest resulted from a payment dispute and with a local rental car company after Washburn and his wife left Guam to Australia to avoid Super Typhoon Bavi's passage earlier this month.

"The couple left Guam temporarily in anticipation of what they thought would be a devastating super typhoon and informed the rental car company to charge her [credit card] on file," Moylan stated.

He stated an initial car rental period was paid in full. Washburn's wife tried to renew the rental period, but the rental company wanted her to physically come to their office to process the renewal. At the time, the couple was already in Australia, Moylan said.

The rental company reported the car as an unauthorized use, which resulted in Washburn's arrest, according to the AG. He said Washburn himself was only an authorized driver, and not the renter of the vehicle.

"I am informed that the rental car company and the couple resolved this what essentially a civil matter yesterday. The rental car company further requested they be released and no charges be pursued," the AG said, adding that the couple had agreed to make any outstanding payment in cash.

He said conflict walls were erected when the AG's office received the police report, per standard protocols, and a division where Washburn was not assigned was tasked to handle the matter.

Moylan would not disclose the name of the rental car company in question, stating they are guaranteed privacy under the Guam's Crime Victims Bill of Rights.

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Victim advocates with the U.S. Crime Victims Response Unit would be required to record the company's decision not to press charges in a written document, according to the AG.

Asked for a redacted copy of that document, Moylan said it "unfortunately" could not be provided to the Pacific Daily News. The company had requested privacy, he said.

"I view this as problems associated with newcomers to Guam having to face for the first time a super typhoon situation and being spooked by how devastated their new life on Guam would be," the AG said.

The PDN did request a copy of the police report related to Washburn's arrest from GPD spokesperson Norman Analista on Sunday.

Analista on Monday said the following information was all he was able to provide: "GPD is able to confirm that Ricco C. Washburn was arrested on July 17 for Theft of a Motor Vehicle and was confined to the Dept. of Corrections."

The police spokesperson said GPD does not release the contents of actual criminal police reports to the media unless compelled by a subpoena or Freedom of Information Act request that legally clears all exemptions.

"Investigative files are withheld to protect the integrity of enforcement proceedings, individual privacy rights, and fair trial guarantees," Analista stated.

Washburn on Monday did not appear in a search of the Guam Bar Association's online directory.

Moylan said Washburn is still pending his license to practice law on Guam.

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Asked about what section the attorney would work in, Moylan said his final assignment was pending application review and licensing.

Reach reporter Joe Taitano II at JTaitano@guampdn.com

Joe Taitano II
Assistant Managing Editor

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OFFICE OF THE ATTORNEY GENERAL
134 W. Soledad Avenue
4th Floor, Suite 412
Hagatna, Gu 96910

DOUGLAS B. MOYLAN
Attorney General of Guam

1. Full Name	2. Date of Birth	3. SSN	4. PA Date	5. PA No.
Washburn, Ricco C.	[redacted]	[redacted]	6/12/2026	PA-7053

6. Emp ID #.	7. Nature of Action (use standard terminology)	8. Effective Date:	9. Legal Authority
OAG-335	UNCLASSIFIED APPOINTMENT	6/12/2026	4GCA § 4102(a)(20) & § 2106

FROM	DESCRIPTION	TO
RECEIVED JUN 12 2026 PAYROLL SECTION	10. Position Title	Assistant Attorney General
	11. Pay Grade, Step Salary, Rate	$76,322 $36.69
	12. Department	OFFICE OF THE ATTORNEY GENERAL
	13. Division	Multiple Divisions (1101)
	14. Section	
	15. Position Number	1234

16. Next SI:		19. Account Number:	[redacted]
17. Work Schedule	FULL TIME	20. Job Order Number::	110026001
18. Retirement:	DC-Defined Contribution	21. Funding:	Local

Performance Evaluation Period FROM: TO: RATING:

THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, REGULATIONS AND TO POST AUDIT BY THE CIVIL SERVICE COMMISSION. FUNDS HAVE BEEN CERTIFIED FOR THIS PERSONNEL ACTION.

22. REMARKS:

Unclassified appointment effective 06/12/26, per the attached appointment memo dated 06/05/26.

Employment is subject to satisfactory completion of a medical examination.

In accordance with 4 GCA 2106, this appointment shall be at the pleasure of the appointing authority.

Unclassified hire pursuant to Public Law 38-60, Section 39, new item (20) added to § 4102 (a), of Article 1, Chapter 4, Title 4, GCA & § 2106.

The Assistant Attorney General position is an established position pursuant to the provisions in 4 GCA § 6207.2 & 4102(a)(20) as amended by P.L. 38.60. See memo dated 01/26/26 to DOA Director; Establishment of Position.

23. Prepared by (Signature and Title/Date) Anicia Agulto, Personnel Specialist III 6/12/26	24. Human Resources (Signature and Title/Date) Marcus Y. Pida, Personnel Specialist IV 06/12/2026
25. Fiscal (Signature and Title/Date) True Q. Van, Accountant II 6/12/26	26. Certification of Funds (Signature, Title/Date) Joseph A. Cruz, Chief Deputy Attorney General 6/12/26

6/12/26

DOUGLAS B. MOYLAN, Attorney General

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OFFICE OF THE ATTORNEY GENERAL
Government of Guam
Administration Division
134 B Soledad Avenue, Suite 412
Hagatna, Guam 96910

DOUGLAS B. MOYLAN
Attorney General of Guam

1. Full Name	2. Date of Birth	3. SSN	4. PA Date	5. PA No.
Washburn, Ricco C.	[redacted]	[redacted]	7 24 2026	PA-8012

6. Emp ID #.	7. Nature of Action (use standard terminology)	8. Effective Date	9. Legal Authority
OAG-335	TERMINATION OF UNCLASSIFIED APPOINTMENT	7/23/2026	PR&R

FROM	DESCRIPTION	TO
Assistant Attorney General	10. Position Title	
$76,322 $36.69	11. Pay Grade, Step Salary, Rate	
OFFICE OF THE ATTORNEY GENERAL	12. Department	
Multiple Divisions (1101)	13. Division 14. Section	
1234	15. Position Number	

16. Next SI:		19. Account Number:	[redacted]
17. Work Schedule	FULL TIME	20. Job Order Number::	110026001
18. Retirement:	DC-Defined Contribution	21. Funding:	Local

Performance Evaluation Period **FROM:** **TO:** **RATING:**

THIS ACTION IS SUBJECT TO ALL APPLICABLE LAWS, RULES, REGULATIONS AND TO POST AUDIT BY THE CIVIL SERVICE COMMISSION. FUNDS HAVE BEEN CERTIFIED FOR THIS PERSONNEL ACTION.

22. REMARKS:

Termination of the unclassified appointment under PA-7053, effective close of business 7/23/2026, per the attached memo from the Chief Deputy Attorney General.

Authorized lump sum payment of any unused annual leave, not to exceed 320 hours.

23. Prepared by (Signature and Title/Date)	24. Human Resources (Signature and Title/Date)
Marcus Y. Pido, Personnel Specialist IV 07/24/2026	Marcus Y. Pido, Personnel Specialist IV 07/24/2026
25. Fiscal (Signature and Title/Date)	**26. Certification of Funds (Signature, Title/Date)**
True Q. Van, Accountant II 7/30/26	Joseph A. Guthrie, Chief Deputy Attorney General 7/30/26

RECEIVED
JUL 31 2026
PAYROLL SEC'N

for Joseph A. Guthrie 7/30/26
DOUGLAS B. MOYLAN, Attorney General