

**From:** committeeonrules@guamlegislature.gov  
**Sent:** Thursday, February 6, 2025 4:02 PM  
**To:** clerks@guamlegislature.gov  
**Cc:** 'Speaker Frank Blas Jr.'  
**Subject:** Messages & Communications Doc. No. 38GL-25-0151 through 0166.  
**Attachments:** 2625 COMM Doc. No. 38GL-25-0151.pdf; 2625 COMM Doc. No. 38GL-25-0152.pdf; 2625 COMM Doc. No. 38GL-25-0153.pdf; 2625 COMM Doc. No. 38GL-25-0154.pdf; 2625 COMM Doc. No. 38GL-25-0155.pdf; 2625 COMM Doc. No. 38GL-25-0156.pdf; 2625 COMM Doc. No. 38GL-25-0157.pdf

Håfa Adai Clerk’s Office,

Please see attached, **Messages & Communications Doc. No. 38GL-25-0151 through 0166** for processing:

✓	38GL-25-0151	Office of Public Accountability - Guam	Off-island Notification- from February 3, 2024 to February 14, 2025 and Appointing an Administrator Vincent Duenas* Administrator Designation of Vincent Duenas effective February 3, 2025 to February 14, 2025*
✓	38GL-25-0152	Civil Service Commission	Board Meeting Packet for January 21, 2025*
✓	38GL-25-0153	Civil Service Commission	Board Meeting Packet for January 23, 2025*
✓	38GL-25-0154	Civil Service Commission	Board Meeting Packet for January 28, 2025*
✓	38GL-25-0155	Guam Preservation Trust	FY2025 Travel Report- 1st Quarter* FY2025 1st Quarter Travel Report*
✓	38GL-25-0156	Guam Community College	Board of Trustees Quarterly Attendance Report for the period October, November and December 2024* Board of Trustees Quarterly Attendance Report for October, November and December 2024*
✓	38GL-25-0157	Port Authority of Guam	Board Meeting Packet for January 23, 2025*
✓	38GL-25-0158	Department of Public Health and Social Services	Guam Board of Barbering and Cosmetology Board Meeting Packet for February 3, 2025*
✓	38GL-25-0159	Department of Revenue and Taxation	Prior Years Obligations to pay Data Management Resources, LLC in the total amount of \$5,150.00.*
✓	38GL-25-0160	Guam Community College	FY2025 1st Quarter Travel Report*
✓	38GL-25-0161	Department of Public Health and Social Services	Variance Report from the Guam Department of Education Public Schools for the period of January 01, 2025 to January 31, 2024.* Guam Department of Education (GDOE) Public Schools Variance Report from January 01, 2025 to January 31, 2025.*

✓	38GL-25-0162	Guam Waterworks Authority	Revenues and Expenditures Report (Unaudited) for the period ending November 30, 2024 and December 31, 2024, and FY2025 1st Quarter Travel Expense Report.* Revenues and Expenditures Report (Unaudited) for the period ending November 30, 2024 and December 31, 2024, FY2025 1st Quarter Travel Expense Report.*
✓	38GL-25-0163	Guam Environmental Protection Agency	Board Meeting Packet for January 30, 2025.
✓	38GL-25-0164	Guam Waterworks Authority	FY2025 1st Quarter Staffing Pattern*
✓	38GL-25-0165	Department of Public Health and Social Services	Prior Years Obligations to pay The Guam Daily Post in the total amount of \$224.00*
✓	38GL-25-0166	Department of Youth Affairs	FY2025 1st Quarter Financial Report, Non-Profit Organization Report, Non-Appropriated Fund Report, Staffing Patterns and Prior Year Obligation Report for the period ending December 31, 2024. FY2025 1st Quarter Reports - Financial, Non-Profit Organization, Non-Appropriated Fund, Staffing Pattern and Prior Year Obligation for the period ending December 31, 2024.

Please retrieve Doc. No. 38GL-25-0158 through 0166 from link below:  
[Messages & Communications Physical Scanned Copy - Google Drive](#)

Kindly reply to this email.



*si Yu'os ma'äse',*

Colleen B. Chargualaf  
 Committee on Rules Deputy  
**COMMITTEE ON RULES**  
 Vice Speaker V. Anthony Ada, Chairperson  
*I Mina'trentai Ocho Na Liheslaturan Guåhan*  
 38<sup>th</sup> Guam Legislature

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**Messages and Communications for 38GL-25-0154\***

2 messages

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

Wed, Feb 5, 2025 at 10:23 AM

To: committeeonrules@guamlegislature.gov, Office Senator Bri &lt;office.senatorbri@guamlegislature.gov&gt;

*Hafa Adái,*

Please see attached M&amp;C Doc. No. 38GL-25-0154

38GL-25-0154	Civil Service Commission	Board Meeting Packet for January 28, 2025*
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*Si Yu'os Ma'áse'**Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**I Mina'trentai Ocho na Lihenslaturan Guåhan 38<sup>th</sup> Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)

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From: **Janeque Sagun** <janeque.sagun@csc.guam.gov>

Date: Mon, Feb 3, 2025 at 10:27 AM

Subject: Civil Service Commission - Board Meeting of: Tuesday, January 28, 2025.

To: Litigation Division <civillitigation@oagguam.org>, [gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org) <[gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org)>, Office of Public Accountability <[admin@guamopa.com](mailto:admin@guamopa.com)>, Eliza G. Dames <[eliza.dames@guam.gov](mailto:eliza.dames@guam.gov)>, Shamra L.A. Chargualaf <[shamra.chargualaf@guam.gov](mailto:shamra.chargualaf@guam.gov)>, Dorothy Blas <[dorothy.blas@guam.gov](mailto:dorothy.blas@guam.gov)>, <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>, <[office.senatorbri@guamlegislature.gov](mailto:office.senatorbri@guamlegislature.gov)>*Hafa Adai,*

In compliance with *Chapter 18 of Title 1, Guam Code Annotated, Article 4 Section 1840*, and mandated under *4 GCA, Section 4403 (a)*, the Civil Service Commission submits the following documents that were presented and heard at its Board meeting that was conducted on, **Tuesday, January 28, 2025**.

**- Agenda.****- Minutes:** June 18, 2024; June 11, 2024; June 16, 2024; August 01, 2024; August 06, 2024; and August 08, 2024.*\*The minutes of August 01, 2024; August 06, 2024; and August 08, 2024 were signed and approved by the Commission at its Board Meeting conducted on January 23, 2025.*

Kindly acknowledge receipt of this email and its attachments.

Very Respectfully,

--



*Janeque LeeAnn L.G Sagun*

**Civil Service Commission (CSC)**  
BOARD SECRETARY  
BELL TOWER, Suite 201, 710 West Marine Corps  
Drive Hagatna, Guam 96910  
[janeque.sagun@csc.guam.gov](mailto:janeque.sagun@csc.guam.gov)  
Website: [csc.guam.gov](http://csc.guam.gov)  
Work: (671) 647-1855 / Fax: (671) 647-1867

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**3 attachments**

**1-28-25 (AGENDA) (1).pdf**  
56K

**APPROVED MINUTES FROM 1-28-25 MEETING (1).pdf**  
322K

**38GL-25-0154.pdf**  
931K

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[committeeonrules@guamlegislature.gov](mailto:committeeonrules@guamlegislature.gov) <[committeeonrules@guamlegislature.gov](mailto:committeeonrules@guamlegislature.gov)>  
To: "Speaker Frank Blas Jr." <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>

Wed, Feb 5, 2025 at 11:56 AM

*Håfa Adai!*

Received and thank you.



*si Yu'os ma'åse',*

Kamarin J.A. Nelson

Committee on Rules Director

**COMMITTEE ON RULES**

Vice Speaker V. Anthony Ada, Chairperson

*I Mina'trentai Ocho Na Li Heshlaturan Guåhan*

*38<sup>th</sup> Guam Legislature*

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**From:** Speaker Frank Blas Jr. <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>  
**Sent:** Wednesday, February 5, 2025 10:23 AM  
**To:** [committeeonrules@guamlegislature.gov](mailto:committeeonrules@guamlegislature.gov); Office Senator Bri <[office.senatorbri@guamlegislature.gov](mailto:office.senatorbri@guamlegislature.gov)>  
**Subject:** Messages and Communications for 38GL-25-0154\*

Hafa Adai,

Please see attached M&C Doc. No. 38GL-25-0154

38GL-25-0154	Civil Service Commission	Board Meeting Packet for January 28, 2025*
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Si Yu'os Ma'åse'

*Bernice Rivera*

Administrative Assistant

**Office of Speaker Frank F. Blas, Jr.**

I Mina'trentai Ocho na Lihenslaturan Guåhan 38<sup>th</sup> Guam Legislature

Guam Congress Building, 163 Chalan Santo Papa, Hagatña

(671)969-6456

[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)

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**From:** Janeque Sagun <[janeque.sagun@csc.guam.gov](mailto:janeque.sagun@csc.guam.gov)>

**Date:** Mon, Feb 3, 2025 at 10:27 AM

**Subject:** Civil Service Commission - Board Meeting of: Tuesday, January 28, 2025.

**To:** Litigation Division <[civillitigation@oagguam.org](mailto:civillitigation@oagguam.org)>, [gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org) <[gll@guamlawlibrary.org](mailto:gll@guamlawlibrary.org)>, Office of Public Accountability <[admin@guamopa.com](mailto:admin@guamopa.com)>, Eliza G. Dames <[eliza.dames@guam.gov](mailto:eliza.dames@guam.gov)>, Shamra L.A. Chargualaf <[shamra.chargualaf@guam.gov](mailto:shamra.chargualaf@guam.gov)>, Dorothy Blas <[dorothy.blas@guam.gov](mailto:dorothy.blas@guam.gov)>, <[speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)>, <[office.senatorbri@guamlegislature.gov](mailto:office.senatorbri@guamlegislature.gov)>

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**- Agenda.**

**- Minutes:** June 18, 2024; June 11, 2024; June 16, 2024; August 01, 2024; August 06, 2024; and August 08, 2024.

*\*The minutes of August 01, 2024; August 06, 2024; and August 08, 2024 were signed and approved by the Commission at its Board Meeting conducted on January 23, 2025.*

Kindly acknowledge receipt of this email and its attachments.

Very Respectfully,

--

Janeque LeeAnn L.G  
Sagun

**Civil Service Commission (CSC)**

BOARD SECRETARY

BELL TOWER, Suite 201, 710 West Marine Corps

Drive Hagatna, Guam 96910

[janeque.sagun@csc.guam.gov](mailto:janeque.sagun@csc.guam.gov)

Website: [csc.guam.gov](http://csc.guam.gov)

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

## Civil Service Commission - Board Meeting of: Tuesday, January 28, 2025.

1 message

Janeque Sagun <janeque.sagun@csc.guam.gov>

Mon, Feb 3, 2025 at 10:27 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

Hafa Adai,

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Very Respectfully,

--

Doc Type: 38GL-25-0154  
OFFICE OF THE SPEAKER

FRANK F. BLAS, JR.

Feb 3, 2025

Time: 10:27 AM

Received: 



*Janeque LeeAnn L.G Sagun*

**Civil Service Commission (CSC)**

**BOARD SECRETARY**

**BELL TOWER, Suite 201, 710 West Marine Corps  
Drive Hagatna, Guam 96910**

[janeque.sagun@csc.guam.gov](mailto:janeque.sagun@csc.guam.gov)

**Website:** [csc.guam.gov](http://csc.guam.gov)

**Work: (671) 647-1855 / Fax: (671) 647-1867**

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### 2 attachments

 **1-28-25 (AGENDA) (1).pdf**  
56K

 **APPROVED MINUTES FROM 1-28-25 MEETING (1).pdf**  
322K



# Civil Service Commission BOARD MEETING

(IN-PERSON AND LIVE STREAM)

🏠 Location: CSC BOARD HEARING ROOM  
📅 Date: TUESDAY, JANUARY 28, 2025  
🕒 Time: 9:00 A.M.

## AGENDA

**I. CALL TO ORDER.**

**II. APPROVAL OF MINUTES:**

June 18, 2024; July 11, 2024; July 16, 2024; August 01, 2024; August 06, 2024; and August 08, 2024.

**III. NEW BUSINESS:**

**(1) MOTION HEARING.**

Eddie Nangauta vs. Customs and Quarantine Agency (COA); CSC Case No.: 24-AA08S.

**IV. OLD BUSINESS:**

**(1) HEARING ON THE MERITS (Continuation).**

Christopher Florig vs. Guam Fire Department (GFD); CSC Case No.: 18-AA07T.

**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 -----

KATHERINE M. NEPTON

CSC Acting Director



**38GL-25-0154**  
Messages and Communications

RECEIVED  
COMMITTEE ON RULES  
February 5, 2025

10:23 a.m.  
Colleen Chargualaf





I GOBIETNON GUÅHAN  
 CIVIL SERVICE COMMISSION  
 KUMISION I SETBISION SIBIT



**BOARD MEETING MINUTES OF  
Tuesday, June 18, 2024**

*The Civil Service Commission (CSC) convened on Tuesday, June 18, 2024 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

<b>Commissioners in attendance and constituting a quorum:</b>	<b>Others present were Civil Service Commission Employees:</b>
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, Executive Director
Anthony P. Benavente, Vice Chairman	Katherine M. Nepton, Administrative Counsel
Robert C. Taitano, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Francisco T. Guerrero, Commissioner	Cynthia K.M. Camacho, Personnel Mgmt Analyst II
	Janeque LeeAnn L.G. Sagun, Board Secretary

**I. CALL TO ORDER.**

On **Tuesday, June 18, 2024**, at approximately **9:01 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES:** January 09, 2024; January 11, 2024; and January 23, 2024.

The minutes of January 09, 2024; January 11, 2024; and January 23, 2024 were approved by Vice Chairman Anthony P. Benavente, with the concurrence of all other Commissioners.

**III. NEW BUSINESS:** None.

**IV. OLD BUSINESS:**

- 1) **Signing: Orders After Hearing.**  
Darryl J. Spearman vs. Department of Public Works (DPW); CSC Case No.: 23-AA06T.
- 2) **Signing: Order After Hearing.**  
Glenn E. Cruz vs. Guam Power Authority (GPA); CSC Case No.: 23-AA02T.

Katherine M. Nepton, the Administrative Counsel of the Civil Service Commission, read the above-listed signings (**Numbers 1 and 2**) into the record. Vice Chairman Anthony P. Benavente proposed the approval of the aforementioned signings, and all other Commissioner concurred.

**3) Motion Hearing.**

Michelle A. Santos vs. Department of Agriculture (DOAG); CSC Case No.: 23-AA01S.

Chelsa D. Muña, Director of the Department of Agriculture ("DOAG"), was present for Management and appeared *pro se*. In addition, Robert Koss, the Lay Representative of the Guam Federation of Teachers (GFT), was present to represent the employee who was also in attendance.

This matter commenced with the fifteen (15) minute oral arguments of both the Employee and Management representatives. GFT Lay Representative Robert Koss initiated oral arguments, which were subsequently followed by DOAG Director Chelsa D. Muña. The Commission promptly entered into deliberation after the conclusion of oral arguments and had the opportunity to question both parties. Vice Chairman Anthony P. Benavente made a motion to approve the employee's motion to dismiss this matter based on non-compliance with the due process adverse action rules and procedures. Vice Chairman Anthony P. Benavente stated, "I believe that the twenty (20) day suspension was improperly implemented." The adverse action suspended the Employee for twenty (20) days effective February 07, 2024. The adverse action was procedurally defective as it denied the Employee of her due process rights. The Final Notice of Adverse Action was received by the employee nine minutes before she received her Notice of Proposed Adverse Action. Chairman Juan K. Calvo stated "Based on the review and fact findings the employee had met its burden of proof based on the preponderance of evidence."

The Commission voted four (4) to zero (0) in favor of the employee to null and void the adverse action.

**4) Hearing on the Merits (Continuation).**

Glenn E. Cruz vs. Guam Power Authority (GPA); CSC Case No.: 23-AA02T.

Legal Counsel Marianne Woloschuk represented the Guam Power Authority ("GPA"), accompanied by GPA Assistant General Manager for Operations, Jennifer G. Sablan. Furthermore, the employee Glenn E. Cruz was present and appeared *pro se*.

This proceeding was initiated by the management counsel, who called upon their next witness. The next management witness to be called was Robert T. Cing, GPA Line Electrician Supervisor. Both management and employee representatives were allotted fifteen (15) minutes to question this witness. Additionally, the Commission was granted the opportunity to question this witness.

The employee informed the Commission that he had additional documents pertinent to his case. The Commission raised no objections to the acceptance of the employee's additional documents which were also distributed to Management counsel for examination. In order to provide the parties with ample time to conduct a comprehensive review of the additional materials provided by the employee, Marianne Woloschuk, the Legal Counsel for GPA, requested that the Commission postpone this matter.

The Commission voted four (4) to zero (0) to continue this matter to Tuesday, June 25, 2024 during which time the employee will continue his questioning of managements witness, Robert T. Cing. No objections were raised by either party.

**V. GENERAL BUSINESS:**

- 1) Bills and Laws affecting CSC: None.
- 2) Administration Counsel Litigation Update; focused on CVA24-004.  
- Guam Department of Corrections vs. Guam Civil Service Commission vs. Joseph Cruz II.
- 3) Administrative Matters:
  - (a) Board Training; Civil Service Commission Board Members.


**VI. ADJOURNMENT.**

Vice Chairman Anthony P. Benavente proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners agreed. The Civil Service Commission's Board Meeting **concluded at approximately 10:45 a.m. on Tuesday, June 18, 2024.**

**Submitted for Approval:**

  
\_\_\_\_\_  
**Janeque LeeAnn L.G. Sagun**  
*Board Secretary*

**APPROVED:**

  
\_\_\_\_\_  
**Juan K. Calvo, Chairman**  
Date: 1. 28. 25



I GOBIETNON GUÁHAN  
**CIVIL SERVICE COMMISSION**  
 KUMISION I SETBISION SIBIT



**BOARD MEETING MINUTES OF**  
**Thursday, July 11, 2024**

*The Civil Service Commission (CSC) convened on Thursday, July 11, 2024 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

<b>Commissioners in attendance and constituting a quorum:</b>	<b>Others present were</b>
Juan K. Calvo, Chairman	<b>Civil Service Commission Employees:</b> Daniel D. Leon Guerrero, Executive Director
Anthony P. Benavente, Vice Chairman	Katherine M. Nepton, Administrative Counsel
Robert C. Taitano, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Francisco T. Guerrero, Commissioner	Vickilynn C. Sablan, Personnel Mgmt Analyst III
	Janeque LeeAnn L.G. Sagun, Board Secretary

**I. CALL TO ORDER.**

On **Thursday, July 11, 2024**, at approximately **9:32 a.m.**, Chairman Juan K. Calvo convened the Board Meeting of the Civil Service Commission.

**II. APPROVAL OF MINUTES:** April 11, 2024; April 16, 2024; and April 18, 2024.

The minutes of April 11, 2024; April 16, 2024; and April 18, 2024 were approved by Vice Chairman Anthony P. Benavente, with the concurrence of all other Commissioners.

**III. NEW BUSINESS: None.**

**IV. OLD BUSINESS:**

**1) *Hearing on the Merits.***

Darryl J. Spearman vs. Department of Public Works (DPW); CSC Case No.: 23-AA06T.

Assistant Attorney General Thomas P. Keeler represented the Department of Public Works ("DPW"). Managements appointing authority or deputy was not absent. In addition, Robert Koss, the Lay Representative of the Guam Federation of Teachers (GFT), was present to represent the employee who was also in attendance.

The Commission was informed by GFT Lay Representative Robert Koss that the DPW Director was subpoenaed and was required to appear and represent the agency. Additionally, none of Management's other witnesses were present for the hearing.

Commissioner Francisco T. Guerrero made a motion to dismiss the case based on management's lack of attendance. The motion failed by a vote of three (3) to one (1) with Vice Chairman Anthony P. Benavente dissenting. DPW Director was granted fifteen (15) minutes to appear before the Commission, and DPW Director Vincent P. Arriola arrived prior to the expiration of this time limit.

Prior to proceeding with this matter, GFT Lay Representative Robert Koss raised a point of order, asserting that on April 12, 2024, Executive Director Daniel Leon Guerrero ordered the parties to submit their evidence and exhibits by June 11, 2024. The employee submitted their exhibits on June 10, 2024, whereas management did not submit theirs until June 14, 2024. According to CSC rule 10.0, late document submissions will not be accepted by this Commission. Management's evidence, exhibits, and witness lists were submitted late, prompting the employee to file a motion on June 13, 2024, notifying the Commission of their objection to the inclusion of Management's evidence, exhibits, and witness lists in these proceedings, and requesting adherence to CSC rule 10.0. Management counsel opposed to the employees' motion and requested that the matter proceeds.

Commissioner Francisco T. Guerrero made a motion to dismiss the case on the grounds that Management failed to submit their documents on time; the motion failed by a vote of two (2) to two (2), and the Hearing on the Merits will continue.

Vice Chairman Anthony P. Benavente made a motion not to accept the late filed documents and continue with the documents that have already been provided to the Commission. Vice Chairman Anthony P. Benavente believes that the Commission possesses an adequate amount of information to conduct an appropriate Merits Hearing; the motion passed by a vote of four (4) to zero (0).

Chairman Juan K. Calvo submitted a motion to disclose the names of the individuals on Management's witness list, which was among the documents that were submitted late. The witness list was distributed to the Commissioners, and the motion was approved by a vote of four (4) to zero (0).

Vice Chairman Anthony P. Benavente motioned that the management's witness lists be accepted, with the exception of Dr. Patrick Lam. The Vice Chairman's motion was approved by the Commission by a vote of four (4) to zero (0).

The proceedings began with the concise fifteen (15) minute opening remarks delivered by management and employee legal representatives. Concluding with opening statements, Chairman Juan K. Calvo informed the parties that one of the Commissioners had to excuse himself from the proceedings at 11:30, necessitating the continuation of this matter. The parties agreed to reconvene on Tuesday, July 16, 2024, at which time management will present its witnesses.

## **V. GENERAL BUSINESS:**

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

**VI. ADJOURNMENT.**

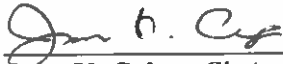
Vice Chairman Anthony P. Benavente proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners agreed. The Civil Service Commission's Board Meeting **concluded at approximately 11:14 a.m. on Thursday, July 11, 2024.**

**Submitted for Approval:**



**Janeque Lee Ann L.G. Sagun**  
*Board Secretary*

**APPROVED:**



**Juan K. Calvo, Chairman**

Date: 1.28.25



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**CIVIL SERVICE COMMISSION**  
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**BOARD MEETING MINUTES OF**  
**Tuesday, July 16, 2024**

This board meeting is a CONTINUATION of the CSC board meeting conducted on Thursday, July 11, 2024.

*The Civil Service Commission (CSC) convened on Tuesday, July 16, 2024 in the CSC Board Room, Bell Tower 710 Marine Corps Drive Suite 201, Hagåtña, Guam 96910.*

<b>Commissioners in attendance and constituting a quorum:</b>	<b>Others present were Civil Service Commission Employees:</b>
Juan K. Calvo, Chairman	Daniel D. Leon Guerrero, Executive Director
Anthony P. Benavente, Vice Chairman	Katherine M. Nepton, Administrative Counsel
Robert C. Taitano, Commissioner	Roland P. Fejarang, Personnel Mgmt Administrator
Francisco T. Guerrero, Commissioner	Vickilynn C. Sablan, Personnel Mgmt Analyst III
	Janeque LeeAnn L.G. Sagun, Board Secretary

**I. CALL TO ORDER.**

On **Thursday, July 16, 2024**, at approximately **9:32 a.m.**, 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:**

**1) *Hearing on the Merits.***

Darryl J. Spearman vs. Department of Public Works (DPW); CSC Case No.: 23-AA06T.

Assistant Attorney General Thomas P. Keeler represented the Department of Public Works ("DPW") along with DPW Director, Vincent P. Arriola. In addition, Robert Koss, the Lay Representative of the Guam Federation of Teachers (GFT), was present to represent the employee who was also in attendance.

This proceeding was initiated by the management counsel, who called upon their witnesses. The first management witness to be called was Vincent P. Arriola, the Director of the Department of Public Works. Both management and employee representatives were allotted fifteen (15) minutes to question this witness. Additionally, the Commission was granted the opportunity to question this witness.

Darryl J. Spearman was the last witness summoned; however, GFT Lay Representative Robert Koss informed the Commission that his client would not testify on this matter, as he is awaiting a court hearing and wishes to avoid self-incrimination or any negative effects on his case. The Commission voted four (4) to zero (0) to deny Management's request to compel Employee to testify deeming it as unnecessary for these proceedings.

After careful deliberations, the Commission voted four (4) to zero (0) to sustain Management's decision to terminate the Employee after finding that Management had met its burden of proof to prove its allegations by substantial evidence.

**V. GENERAL BUSINESS:**

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

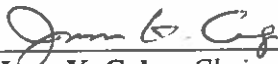
**VI. ADJOURNMENT.**

Vice Chairman Anthony P. Benavente proposed that the Board Meeting of the Civil Service Commission be adjourned, and all other Commissioners agreed. The Civil Service Commission's Board Meeting **concluded at approximately 10:48 a.m. on Tuesday, July 16, 2024.**

**Submitted for Approval:**

  
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Janeque LeeAnn L.G. Sagun  
Board Secretary

**APPROVED:**

  
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Juan K. Calvo, Chairman  
Date: 1.28.25