

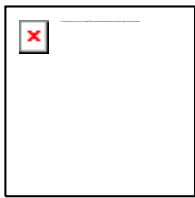
**From:** Committee on Rules 36GL <cor@guamlegislature.org>  
**Sent:** Monday, April 19, 2021 3:47 PM  
**To:** Clerks; Rennae Meno  
**Subject:** Messages and Communications for Doc. No. 36GL-21-0457.  
**Attachments:** 36GL-21-0457.pdf

*Håfa Adai* Clerks,

Please see attached M&C Doc. M&C Doc. No.0457 for processing:

36GL-21-0457	Civil Service Judgements executed on April 13, 2021 <b>Judgement Executed by the Civil Service Commission on April 13, 2021.</b>	Civil Service Commission
--------------	---	--------------------------

*Si Yu'os Ma'åse'*,



**COMMITTEE ON RULES**

Vice Speaker Tina Rose Muña Barnes  
36th Guam Legislature  
*I Mina'trentai Sais Na Liheslaturan Guåhan*  
163 Chalan Santo Papa Hågatña Guam 96910  
Email: [cor@guamlegislature.org](mailto:cor@guamlegislature.org)

"Disclaimer: This message is intended only for the use of the individual or entity to which it is addressed and may contain information which is privileged, confidential, proprietary, or exempt from disclosure under applicable law. If you are not the intended recipient or the individual responsible for delivering the message to the intended recipient, you are strictly prohibited from disclosing, distributing, copying, or in any way using this message. If you have received this communication in error, please notify the sender and immediately delete any copies you may have received. Thank you."

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

**From:** Speaker Therese M. Terlaje <[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)>  
**Date:** Mon, Apr 19, 2021 at 2:56 PM  
**Subject:** Messages and Communications for 36GL-21-0457  
**To:** Legislative Secretary Amanda Shelton <[officeofsenatorshelton@guamlegislature.org](mailto:officeofsenatorshelton@guamlegislature.org)>, Committee on Rules 36GL <[cor@guamlegislature.org](mailto:cor@guamlegislature.org)>

Please see attached M&C Doc. M&C Doc. No.0457.

36GL-21-0457	Civil Service Judgements executed on April 13, 2021	Civil Service Commission
--------------	---	--------------------------

*Si Yu'os Ma'åse'*,

Maria Abante  
Legislative Assistant

**Office of Speaker Therese M. Terlaje**

# Committee on Health, Land, Justice and Culture

*I Mina'trentai Sais na Liheslaturan Guåhan*

36th Guam Legislature

Office Location: Ada Plaza Center, Suite 207, 173 Aspinall Avenue, Hagåtña, Guam 96910

Address: Guam Congress Building, 163 Chalan Santo Papa, Hagåtña, Guam 96910

T: (671) 472-3586 F: (671) 989-3590 Email: [speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)

website: [www.senatorterlaje.com](http://www.senatorterlaje.com)

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

From: **Susan Corbin** <[susan.corbin@csc.guam.gov](mailto:susan.corbin@csc.guam.gov)>

Date: Mon, Apr 19, 2021 at 9:31 AM

Subject: Civil Service Judgments Executed on April 13, 2021

To: Speaker's Office <[speaker@guamlegislature.org](mailto:speaker@guamlegislature.org)>, Office of Senator Shelton Guam Legislature

<[officeofsenatorshelton@guamlegislature.org](mailto:officeofsenatorshelton@guamlegislature.org)>

*Hafa Adai: Please find attached one judgment executed by the Civil Service Commission in its meeting of April 13, 2021. This is mandated under 4 GCA, Section 4403. Thank you.*

***Si Yu'os Ma'ásé***

Susan Corbin

Legal Secretary

Civil Service Commission

Tel: 647-1855



Speaker Therese M. Terlaje <speaker@guamlegislature.org>

**Civil Service Judgments Executed on April 13, 2021**

Susan Corbin <susan.corbin@csc.guam.gov>

Mon, Apr 19, 2021 at 9:29 AM

To: Speaker's Office <speaker@guamlegislature.org>, Office of Senator Shelton Guam Legislature <officeofsenatorshelton@guamlegislature.org>

Hafa Adai: Please find attached one judgment executed by the Civil Service Commission in its meeting of April 13, 2021. This is mandated under 4 GCA, Section 4403. Thank you.

**Si Yu'os Ma'ásé**

Susan Corbin  
Legal Secretary  
Civil Service Commission  
Tel: 647-1855

Doc Type: 36GL-21-0457  
**OFFICE OF THE SPEAKER  
THERESE M. TERLAJE**

~~04~~ 19 2021

9:29am

Time: \_\_\_\_\_

Received: ATK

**2 attachments**

**Michelle Sakaba-Reyes vs. DOE.CSC20-AA06S; Judgment of Dismissal; CSC20-AA06S.pdf**  
125K

**Stephen Charfauros vs. GFD; CSC 19-GRE10; Order After Hearing of ALJ.pdf**  
66K

**COMMITTEE ON RULES**

**RECEIVED:**

April 19, 2021

2:56 P.M.

*Dejan Justice J. Babauta*



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS

IN THE MATTER OF:

MICHELLE SAKABA-REYES,

Employee,

vs.

DEPARTMENT OF EDUCATION,

Management.

ADVERSE ACTION APPEAL  
CASE NO.: 20-AA06S

JUDGMENT OF DISMISSAL

The Civil Service Commission hereby dismisses the above captioned case with prejudice pursuant to the signed Stipulation of Settlement, attached hereto.

SO ADJUDGED THIS 13th day of April, 2021.

JUAN K. CALVO  
Chairman

JOHN SMITH  
Vice Chairman

PRISCILLA T. TUNCAP  
Commissioner

(Absent)

EMILIA F. RICE  
Commissioner

ANTHONY P. BENAVENTE  
Commissioner

ROBERT C. TAITANO  
Commissioner

JUDGMENT OF DISMISSAL

Michelle Sakaba-Reyes vs. Department of Education  
Adverse Action Case No.: 20-AA06S

Page 1

v.s.  
4-2-21  
2



1 Robert E. Koss, Lay Representative  
2 Guam Federation of Teachers  
3 P.O. Box 2301  
4 Hagatna, Guam 96910  
5 Ph. (671) 735-4390 Fax (671) 734-8085  
6 Email rkoss@gftunion.com



7 **BEFORE THE CIVIL SERVICE COMMISSION OF GUAM**

10:14 AM

21-182

8 **MICHELLE SAKABA-REYES,**  
9 **Employee,**

**ADVERSE ACTION APPEAL**  
**Case No.: 20-AA06S**

10 vs.

**STIPULATION OF SETTLEMENT**

11 **DEPARTMENT OF EDUCATION,**  
12 **Management.**

13 To the Civil Service Commission of Guam and opposing Management Representative of record.

14 THIS STIPULATION OF SETTLEMENT AND AGREEMENT, is by and between  
15 **MICHELLE SAKABA-REYES** (hereinafter "Employee") and **DEPARTMENT OF**  
16 **EDUCATION**, (hereinafter referred to as "Management") as follows:

17 **RECITALS**

18 A. The Employee commenced An Adverse Action Appeal in the Civil Service Commission  
19 on or about June 2, 2020; and,

20 B. The parties desire to enter into this Settlement Agreement (hereinafter "Agreement") for  
21 this and all pending matters in order to provide for certain arrangements in full settlement and  
22 discharge of the Appeal in fair and equitable means based upon the terms and conditions set forth  
23 herein.

24 C. The terms and conditions of said Agreement shall become operative upon execution of  
25 this Agreement.

26 **NOW THEREFORE**, for and in consideration of the mutual promises set forth herein, the  
27 parties agree as follows:

28 STIPULATION OF SETTLEMENT - I



1       **1. Purpose of Agreement.** Employee and Management acknowledge and agree that this  
2 Agreement is a Settlement and Compromise of the referenced matter. It is the intention of the  
3 parties by the execution of this Agreement to fully, finally and completely resolve all disputes  
4 between them regarding these matters, in the manner more specifically set forth in the terms of  
5 this Agreement that follow.

6       **2. Employee's Obligation.**

7       2.1 Employee shall withdraw her Adverse Action Appeal from the Civil Service Commission  
8 and request that the Commission dismiss Appeal No. 20-AA06S with prejudice pursuant to the  
9 terms of this agreement.

10       2.2 Employee further agrees to accept a letter of Reprimand on the same bases set forth in the  
11 adverse action on appeal.

12       **3. Management's Obligation.**

13       3.1 Management agrees to rescind the Final Notice of Adverse Action suspending the  
14 employee for two (2) days and to provide two (2) days back pay to the employee.

15       3.2 Management may, at its discretion, issue the employee a Letter of Reprimand on the same  
16 basis of the adverse action which shall then remain in the employee's file in accordance with  
17 914.401g.

18       3.3 Management agrees that the terms set forth herein shall constitute the complete agreement.

19       **4. Performance Accepted.** The parties agree and acknowledges: (a) that it accepts  
20 performance of its obligations specified in this Agreement as a full and complete compromise of  
21 matters involving disputed issues; (b) that the negotiations for this settlement (including all  
22 statements, admissions or communications by the parties of their attorneys or representative shall  
23 not be considered by any of said parties; (c) and that no past or present wrong doing on the part  
24 of the parties shall be implied by such negotiations.

25       **5. Additional Documents.** All parties agree to cooperate fully and execute any and all  
26 supplementary documents and take all additional actions that may be necessary as appropriate to  
27 give full force and effect to the basic terms and intent of this Agreement within thirty (30) days  
28 of the effective date.

**6. Independent Advice of Counsel.** Each party represents and declares that it has received  
independent advice from its respective attorneys and representative with respect to the  
advisability of making the settlement provided for herein and with respect to the advisability of

STIPULATION OF SETTLEMENT - 2



1 executing this Agreement. Each party further represents and declares that it has not relied upon  
2 any statement or representation by the other party or of any of its partners, agents, employees, or  
3 attorneys in executing this Agreement or in making the settlement provided for herein, except as  
4 expressly provided for herein.

5 **7. Voluntary Agreement.** Each party represents and declares that it has carefully read this  
6 Agreement, that it knows the contents of this Agreement, and that it has signed the same freely  
7 and voluntarily.

8 **IN WITNESS WHEREOF**, the parties have executed this Agreement as of the date written  
9 by their respective names.

10  
11 **For Employee:**

12   
13 Michelle Sakaba Reyes, Employee

11 **For Management:**

12   
13 Jon Fernandez, Superintendent

14  
15 **Date:** 2/9/2021

15 **Date:** 3/19/2021



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



21-207

**IN THE MATTER OF:**  
  
**STEPHEN CHARFAUROS,**  
  
**Employee,**  
  
**vs.**  
  
**GUAM FIRE DEPARTMENT,**  
  
**Management.**

**GRIEVANCE APPEAL  
CASE NO.: 19-GRE10**

**ORDER AFTER HEARING;  
APPOINTMENT OF  
ADMINISTRATIVE LAW  
JUDGE**

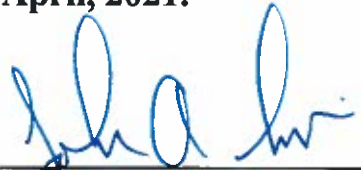
1 This matter came before the Civil Service Commission for a motion  
2 hearing on April 6, 2021. Present were Chairman Juan K. Calvo, Vice Chairman  
3 John Smith, Commissioner Priscilla T. Tuncap, Commissioner Anthony P.  
4 Benavente, and Commissioner Robert C. Taitano. Also present was Assistant  
5 Attorney General Donna Lawrence representing the Guam Fire Department  
6 accompanied by Chief Daniel Stone of the Guam Fire Department. Employee  
7 was present with lay representative, Joanie la Ville.



1           The Commission voted 5 to 0, to appoint Eric D. Miller, Administrative  
2 Counsel, to be the Administrative Law Judge to hear the motions in this matter.

3           **SO ORDERED THIS 13<sup>th</sup> day of April, 2021.**

  
\_\_\_\_\_  
**JUAN K. CALVO**  
Chairman

  
\_\_\_\_\_  
**JOHN SMITH**  
Vice Chairman

  
\_\_\_\_\_  
**PRISCILLA T. TUNCAP**  
Commissioner

*(absent)*  
\_\_\_\_\_  
**EMILIA F. RICE**  
Commissioner

  
\_\_\_\_\_  
**ANTHONY P. BENAVENTE**  
Commissioner

  
\_\_\_\_\_  
**ROBERT C. TAITANO**  
Commissioner