



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



IN THE MATTER OF:

CIVIL SERVICE COMMISSION,

Employee,

vs.

GUAM FIRE DEPARTMENT,

Management.

[Complainant: Manuel R. Santos, Jr.]

**POST AUDIT
CASE NO.: 19-PA06**

ORDER AFTER HEARING

This matter came on before the Commission, February 20, 2020, for Staff Investigative Report. Present for the hearing was Employee’s Lay Representative, Daniel Del Priore. Present for Management was Joey San Nicholas, Deputy Fire Chief. Commissioners present were Chairman Juan K. Calvo, Vice Chairman John Smith, Commissioner Priscilla T. Tuncap, Commissioner Emilia F. Rice, and Commissioner Anthony P. Benavente.

On September 27, 2019, Manuel R. Santos Jr., an employee of Guam Fire Department (GFD), requested for the Civil Service Commission to conduct a Post Audit in GFD’s merit process for the selection and promotion of the Fighter II position.

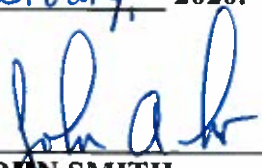
1 Cynthia Camacho, Personnel Management Analyst II, read the report into the record. Staff
2 concluded that eleven (11) candidates selected for the Fire Fighter II position met the minimum
3 qualifications and had the highest of all interview scores. One (1) candidate scored higher, but
4 was not selected.

5 Department of Administration (DOA) did announce the position, rated the applicants,
6 sent out notices of ratings, allowed the ten day appeal of rating to complete, re-rated those
7 candidates that did not agree with their rating scores, ranked the list of eligible and provided GFD
8 with a certification list from which to conduct interviews in compliance with DOA Personnel Rules
9 and Regulations.

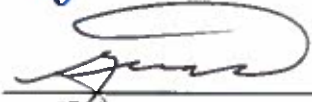
10 The staff recommended that the Commission find the selection by GFD for the Fire
11 Fighter II position was in compliance with the merit system process. The Commission voted 5 to
12 0 to accept the recommendations of the staff.

13 SO ORDERED THIS 27th day of February, 2020.

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16 **JUAN K. CALVO**
Chairman

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16 **JOHN SMITH**
Vice-Chairman

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19 **PRISCILLA T. TUNCAP**
Commissioner

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19 **EMILA F. RICE**
Commissioner

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21 **ANTHONY P. BENAVENTE**
Commissioner