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

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

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

SO ORDERED THIS 29th day of February 2020.

JOAN K. CALVO
Chairman

JOHN SMITH
Vice Chairman

PRISCILLA T. TUNCAP
Commissioner

EMILA F. RICE
Commissioner

ANTHONY P. BENAVENTE
Commissioner

ORDER AFTER HEARING [February 20, 2020 Meeting]
Manuel R. Santos, Jr. vs. Guam Fire Department
Post Audit Case No.: 19-PA06