



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION



IN THE MATTER OF:

HERMAN T. GARRIDO, PAUL V.  
SAYAMA and JAMES A. BUCCAT,

Employee,

vs.

GUAM POLICE DEPARTMENT,

Management.

POST AUDIT  
CASE NO. 13-PA-01

DECISION AND JUDGMENT

This matter came before the Civil Service Commission on July 30, 2013 and August 15, 2013 for hearings relative to the investigations ordered by the Commission on issues of detail appointment compensation for Guam Police Department officers Herman T. Garrido, Paul V. Sayama, and James A. Buccat. Following a thorough investigation, the Commission determined that while it was clear that the officers were improperly denied detail pay in accordance with the governing Department of Administration Personnel Rules and Regulations, the Commission lacked jurisdiction over the matter because the officers had not exhausted their administrative remedies by utilizing the grievance process. *See Guam Fed'n of Teachers v. Gov't of Guam, et al.*, 2013 Guam 14. Thus, the Commission, finding it lacked jurisdiction over the matter under 4 G.C.A. §4403(d), adopted the recommendation of its staff in its August 15, 2013 Supplemental Report Findings. The Commission further determined that it would issue a report regarding the circumstances surrounding the failure to compensate the officers properly pursuant to its authority under 4 G.C.A. §4403(a).

**ORIGINAL**

This matter is therefore dismissed for lack of jurisdiction under 4 G.C.A. §4403(d).

SO ADJUDGED THIS 10<sup>th</sup> DAY OF September 2013 as determined by a vote of 6-0 on August 15, 2013.

Not present

**LUIS R. BAZA**  
Chairman

Manuel R. Pinauin

**MANUEL R. PINAUIN**  
Vice Chairman

Priscilla T. Tuncap

**PRISCILLA T. TUNCAP**  
Commissioner

Loungye

**LOURDES HONGYEE**  
Commissioner

Pangelinan

**EDITH C. PANGELINAN**  
Commissioner

Not present

**JOHN SMITH**  
Commissioner

Daniel D. Leon Guerrero

**DANIEL D. LEON GUERRERO**  
Commissioner