



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



**IN THE MATTER OF:**

**JOAQUIN L.G. TAYAMA,**

**Employee,**

**vs.**

**PORT AUTHORITY OF GUAM,**

**Management.**

**ADVERSE ACTION APPEAL  
CASE NO. 16-AA18S**

**DECISION AND JUDGMENT**

The case came on for Hearing on the Merits and Deliberation on June 21, June 28 and June 30, 2016 respectively. The Commission received the Opening Statements of Management and Employee, and Management then proceeded to present its case; calling witnesses and proffering documents and a video for the Commission's consideration. The Employee then presented his case; calling witnesses and proffering documents and a drawing he created during his testimony. The parties then presented Closing Arguments.

The Commission then deliberated upon the case, and after due discussion and consideration voted by a vote of Four to One to have the Commission rule in favor of Employee, in that Management had failed to prove its case by clear and convincing evidence; so as to sustain the allegations and adverse action.

1 SO ADJUDGED THIS 4th DAY OF August 2016.

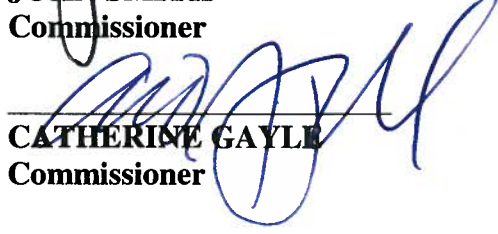
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3 **EDITH PANGELINAN**  
4 **Chairperson**

  
**DANIEL D. LEON GUERRERO**  
**Vice-Chairperson**

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**PRISCILLA T. TUNCA**  
**Commissioner**

  
**JOHN SMITH**  
**Commissioner**

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7 **LOURDES HONGYEE**  
**Commissioner**

  
**CATHERINE GAYLE**  
**Commissioner**

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