



BEFORE THE
 GUAM CIVIL SERVICE COMMISSION
 BOARD OF COMMISSIONERS



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<p>IN THE MATTER OF:</p> <p>LIBERTY PEREZ,</p> <p style="padding-left: 100px;">Employee,</p> <p style="padding-left: 100px;">vs.</p> <p>DEPARTMENT OF PUBLIC WORKS,</p> <p style="padding-left: 100px;">Management.</p>	<p>ADVERSE ACTION APPEAL CASE NO.: 14-AA27T SP</p> <p style="text-align: center;">DECISION AND ORDER</p>
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This case came before the Civil Service Commission at its regularly scheduled meeting of January 15, 2019, the Civil Service Commission Conference Room, Bell Tower, Suite 201, 710 West Marine Corps Drive, Hagåtña, Guam, for a Hearing on the Merits. Liberty Perez (“Employee”) was present with her attorney William Gavras. Present for the Department of Public Works (“DPW”) Management was Acting Director Jessie Garcia and its attorney, Assistant Attorney General David Rivera.

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DECISION AND ORDER
Liberty Perez vs. Department of Public Works
 Adverse Action Appeal Case No. 14-AA27T SP

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I.

JURISDICTION

The jurisdiction of the Civil Service Commission is based upon the Organic Act, 4 GCA §4401 *et.seq.*, and the Department of Administration's Personnel Rules and Regulations.

II.

ISSUE

Did Management meet its burden of proof on the merits by presenting clear and convincing evidence in support of its decision to terminate Employee.

III.

HOLDING

Yes, after considering the exhibits submitted, the testimonies of former Director Carl Dominguez and Employee, and the oral arguments presented, the Commission, by a vote of 4-0, determined that Management had met its burden of proving the charges against the Employee and sustains the adverse action.

IV.

FINDINGS OF FACT

This matter was originally dismissed by the Civil Service Commission ("Commission") On Employee's Motion to Dismiss. It was subsequently appealed to the Superior Court of Guam. The Superior Court of Guam vacated the dismissal and remanded the case back to the Commission. The Findings of Fact and Conclusions of Law of Superior Court of Guam Special Proceedings Case No. SP 0150-15, filed

DECISION AND ORDER

Liberty Perez vs. Department of Public Works
Adverse Action Appeal Case No. 14-AA27T SP

1 March 1, 2018, was adopted by the unanimous vote of the Commissioners as part of
2 the record of this case.

3 Liberty Perez was an employee and engineering supervisor of the Department
4 of Public Works (“DPW”) when, on August 12, 2014, she entered a plea of guilty in
5 the Federal District Court of Guam before Magistrates Judge Joaquin Manibusan to
6 the felony charge of Misprision of Felony. The offense that Employee plead guilty to
7 relates to false claims for overtime by DPW workers who were under Employee’s
8 supervision and paid for with federal funds with Employee’s knowledge and
9 encouragement. Moreover, Employee failed to report the fraud to Management or to
10 federal authorities. Employee’s plea of guilty was accepted by Chief Judge Francis
11 Tydingco-Gatewood on August 27, 2014. Employee was convicted of the felony
12 crime of Misprision of Felony on the date of August 27, 2014 upon the acceptance of
13 the plea of guilty by Chief Judge Tydingco Gatewood.

14 These findings are supported by documentary evidence presented to the
15 Commission which included Employee’s Plea Agreement, Magistrate Manibusan’s
16 Report and Recommendation Concerning Plea of Guilty dated August 12, 2014,
17 Chief Judge Tydingco-Gatewood’s Order Accepting Plea of Guilty and Adjudicating
18 Guilt dated August 27, 2014, and Employee’s own statements during her testimony
19 admitting that she was convicted of the Crime of Misprision of Felony. In addition,
20 the Superior Court’s Findings of Fact and Conclusions of Law in SP 0150-15

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22
23 **DECISION AND ORDER**

24 *Liberty Perez vs. Department of Public Works*
Adverse Action Appeal Case No. 14-AA27T SP

1 concluded that the date of Employee's conviction was the date the District Court of
2 Guam accepted her plea of guilty on August 27, 2014.

3 In addition to Employee's conviction of a crime, Employee was also charged
4 in the Final Notice of Adverse Action with failing to notify Management of her
5 conviction within 72 hours of the conviction as required by Guam law.

6 4 GCA § 4202.1 requires that an employee in the classified service who is
7 convicted of a crime in any court shall provide the head of the agency employing the
8 employee with written notice of the conviction within seventy-two (72) hours of that
9 conviction. The failure to provide the proper notice within 72 hours of conviction as
10 required by 4 GCA § 4202.1 is grounds for a separate adverse action. 4 GCA §
11 4202.2.

12 The Superior Court of Guam Findings of Fact and Conclusions of Law
13 determined that Employee had until September 1, 2014 to notify Management of her
14 conviction.

15 Employee failed to give the required written notice of her conviction to
16 her agency head within the 72 hours mandated by Guam law. Employee had not
17 given written notice of her conviction by September 1, 2014. This finding is supported
18 by the testimony of the former Director of DPW who was the agency head of DPW
19 when Employee was convicted. He testified that he did not receive any written notice
20 from the employee until well after September 1, 2014. Employee stated during
21 testimony that she had informed one of her supervisors of the charges against her.

22
23 **DECISION AND ORDER**

24 *Liberty Perez vs. Department of Public Works*
Adverse Action Appeal Case No. 14-AA27T SP

1 This does not satisfy the reporting requirement of providing written notice to the
2 agency head following conviction as required by 4 GCA 4202.1. Employee failed to
3 comply with the statutory requirements mandated by 4 GCA 4202.1 and 4202.2. This
4 was also the conclusion of the Superior Court.

5 Timely Proposed Notice of Adverse Action and Final Notice of Adverse
6 Action which notified employee that she was to be terminated was served upon
7 Employee by Management as a result of Employee's conviction of a crime and her
8 failure to notify her agency head within the required 72 hours. Adverse Action for
9 these causes is authorized under the Department of Administration Personnel Rules
10 and Regulations Rule 11.303(G) conviction for a crime, and 11.303(O) other
11 misconduct not specifically listed (failure to report conviction). It is the finding of the
12 Commission that Management has met its burden of proof on the merits through clear
13 and convincing evidence and that the termination was warranted given the fact of the
14 conviction, that Employee was a supervisor who is held to a higher standard conduct
15 and failed to comply with that standard of conduct, and given that Employee has been
16 subjected to progressive discipline since employee has a prior demotion and a prior
17 suspension in her employment history. This finding is supported by records submitted
18 in evidence from the Department of Administration memorializing the past demotion
19 and suspension as well as Employee's admission during testimony that she had been
20 previously demoted and suspended.

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23 **DECISION AND ORDER**

24 *Liberty Perez vs. Department of Public Works*
Adverse Action Appeal Case No. 14-AA27T SP

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CIVIL SERVICE COMMISSION

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Abbreviations:

HS: Host send
HR: Host receive
WS: Waiting send

PL: Polled local
PR: Polled remote
MS: Mailbox save

MP: Mailbox print
RP: Report
FF: Fax Forward

CP: Completed
FA: Fall
TU: Terminated by user

TS: Terminated by system
G3: Group 3
EC: Error Correct



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

Civil Service Commission Judgments

1 message

Susan Corbin <susan.corbin@csc.guam.gov>
To: officeofsenatorshelton@guamlegislature.org

Fri, Mar 22, 2019 at 2:20 PM

Hafa Adai Senator Shelton: Please find attached the judgments executed by the Civil Service Commission in its meeting of March 21, 2019. This is mandated under 4 GCA, Section 4403. Thank you.

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

 **Civil Service Commission Judgments. 3-21-19.pdf**
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