



BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS



IN THE MATTER OF:

PETER B. CASTRO,

Employee,

vs.

GUAM WATERWORKS
AUTHORITY,

Management.

ADVERSE ACTION APPEAL
CASE NO. 16-AA04D

JUDGMENT OF DISMISSAL

The Civil Service Commission hereby dismisses the above captioned case with prejudice pursuant to the signed Settlement Agreement, attached hereto.

SO ADJUDGED THIS 25 DAY OF August 2016.

EDITH PANGELINAN
Chairperson

not present

PRISCILLA T. TUNCAP
Commissioner

LOURDES HONGYEE
Commissioner

DANIEL D. LEON GUERRERO
Vice-Chairperson

JOHN SMITH
Commissioner

CATHERINE GAYLE
Commissioner

ORIGINAL

SETTLEMENT AGREEMENT



This Settlement Agreement ("Agreement") is entered into this ____ day of ____ 2016 by and between PETER B. CASTRO, Employee and the GUAM WATERWORKS AUTHORITY ("GWA"), a public corporation.

RECITALS

WHEREAS, Employee Castro was given a personnel action demoting him from his previous promotion in his employment with GWA.

WHEREAS, Employee Castro appealed his personnel action demoting him at GWA in Adverse Action Appeal Case no. 16-AA04D (hereinafter "CSC Appeal"), alleging wrongful demotion.

WHEREAS, it is the desire of the parties to compromise and settle all disputed issues and claims between the parties that were made in the CSC Appeal, and to achieve a mutually acceptable resolution of the dispute between them without incurring further expense, inconvenience, uncertainty and delay of litigation.

NOW, THEREFORE, in consideration of the preceding Recitals and in consideration of the mutual covenants, agreements, representations and promises contained in this Agreement, Employee Castro and GWA agree as follows:

AGREEMENT

1. Acknowledgment. The parties acknowledge that they are entering into this Agreement based upon their own investigation and in reliance on the representations contained in this Agreement and in reliance on their legal counsel.
2. No Admission of Liability or Guilt. This Agreement does not constitute evidence of, or any admission of, any liability, omission, or wrongdoing of any kind, and it shall not be offered or received into evidence or otherwise filed or lodged in any proceeding against any party except as may be necessary to prove and enforce its terms. It is expressly understood and agreed that neither this Agreement nor any consideration provided pursuant to this Agreement are to be construed as an admission of liability on the part of GWA or regarding any and all claims that may or could have been asserted in any forum. It is further understood and agreed that the consideration referenced herein is in full accord and satisfaction of the disputed claim in the CSC Appeal. Both parties upon inquiry shall not declare itself the prevailing party in the CSC Appeal, but agree that any statements about the finality of this matter be consistent with the terms of this Agreement.
3. Terms Conditions: In consideration of the terms and conditions set forth in this Agreement, Employee Castro and GWA agree, and shall promptly and in good faith perform and/or execute, upon the following terms and conditions:

1103

3.1

Employee Castro Obligations:

- (i) Employee Castro shall voluntarily dismiss his appeal in CSC Case No. 16-AA04D;
- (ii) Employee Castro, his agents, successors and assigns, hereby forever release and discharge the GWA, and any and all of its agents, servants, employees, successors, heir, executors, administrators and assigns and any agencies, departments, divisions and employees, servants and agents of the Government of Guam from any and all claim, injuries, demands, causes of actions, liabilities, legal claims, expenses or damages of whatever kind, nature or description whether known or unknown, suspected or unsuspected or hereafter discovered, whether in law or in equity, upon contract or tort, or under state or federal law or laws, or under common law or otherwise which they may have had, now has, or hereafter may have, or claim to have, or assert against them as a result of any actions or omissions of the GWA and all of its employees, agents and assign, their heirs, and successors which occurred or could have occurred on or prior to the date of this Agreement.

3.2

GWA Obligations:

- (i) The demotion action as set forth in the CSC Appeal shall be reversed in its entirety, and the demotion action will be expunged from Employee Castro's personnel file upon entry of a voluntary dismissal of the CSC Appeal in CSC Case No. 16-AA04D;
- (ii) Employee Castro shall be promoted at GWA from Sewer Plant Operator I (\$17.25/hr) to Water Sewer Maintenance Worker Leader (\$18.78/hr), effective January 24, 2016; subject to the normal requirements for promotion at GWA;
- (iii) GWA shall immediately make payment to Employee Castro the amount of **SIX HUNDRED TWELVE AND 15/100 US DOLLARS (\$612.15)**, for back pay;
- (iv) GWA, its agents, successors and assigns, hereby forever release and discharge Employee Castro, in his individual capacity, and any and all of his agents, servants, employees, successors, heirs, executors, administrators and assigns, from any and all claim, injuries, demands, causes of actions, liabilities, legal claims, expenses or damages of whatever kind, nature or description whether known or unknown, suspected or unsuspected or hereafter discovered, whether in law or in equity, upon contract or tort, or under state of federal law or laws, or under common law or otherwise which they may have had, now have, or hereafter may have, or claim to have, or assert against them as a

result of any actions or omissions of Employee Castro and all of its employees, agents and assigns, their heirs, and successors which occurred or could have occurred on or prior to the date of this Agreement.

4. Intent of the Parties. It is the express intent of the parties that this Agreement discharge all claims that either party may have against the other and operate as a bar to any subsequent proceedings, whether known or unknown, existing now or in the future, pertaining to any claim arising from Employee Castro against the GWA. The parties realize that the other party may have sustained or incurred unknown or unforeseeable bodily, personal or psychological injuries, damages to property, business or other losses, costs, expenses, damages, liabilities or claims, and the consequences thereof, and any actions of the parties in their individual or official capacities, up to the date of the execution of this Agreement. The parties expressly undertake and assume the risk that the settlement and underlying execution of this Agreement was made on the basis of mistake or mistakes, mutual or unilateral, as to the nature, extent, effects or consequences of any known or unknown, suspected or unsuspected, present or future, underlying losses or damages. Additionally, each party agrees and acknowledges: (a) that it accepts performance of its obligations specified in this Agreement as a full and complete compromise of matters involving disputed issues; (b) that the negotiations for this settlement (including all statements, admissions or communications by the parties of their attorneys or representative shall not be considered by any of said parties; (c) and that no past or present wrong doing on the part of the parties shall be implied by such negotiations.
5. Governing Law. This Agreement and all performances hereunder shall be governed by the applicable federal laws and the laws of Guam.
6. Costs and Expenses. Each party agrees that he shall bear his own costs, expenses and attorney's fees.
7. Integration. This Agreement constitutes the entire agreement of the parties and all prior representations and discussions are merged and incorporated herein. This Agreement may not be amended absent a writing evidencing such an amendment executed by both parties.
8. Waiver. No waiver of any covenant or obligation of this Agreement shall be effective unless contained in a writing signed by the party against whom such waiver is asserted.
9. Breach or Failure of Performance. If a party at any time fails to perform its obligations under this Agreement and any other party seeks to or obtain judicial assistance in enforcing such obligations, the party or parties against whom the provisions are sought to be enforced shall pay, in addition to any damages, attorneys fees and related costs of enforcement if the party seeking enforcement is successful in obtaining the relief which it seeks in such judicial action.
10. Representation. All parties acknowledge and represent that in negotiating this Agreement and the term of this Agreement, they have been represented by and have conferred with legal counsel. Each party represents and warrants that they have carefully

read this Agreement, they understand its contents, their obligations under this Agreement, and that each has executed it as their own free and voluntary act. The parties agree and affirm that the terms of this Agreement have been negotiated at arms length between the parties. Any rule of law or construction or case precedent against liability releases and the rule of interpretation against the draftsman shall not apply in any dispute over interpretation or enforcement of this Agreement.

11. Authorization. Employee Castro and GWA, inclusive of counsel, each represent and warrant that he/she is legally authorized and competent to execute this Agreement and assumes full responsibility for and assumes the risk of all mistakes in fact or law regarding any damages, losses or injuries, whether disclosed or undisclosed. This Agreement may be executed in counterparts, and each counterpart may be considered an original of this Agreement. Faxed signatures received shall be binding but each party shall promptly deliver to the other the original signature.

12. Severability. If any provision of this Agreement shall be or become legally void or unenforceable for any reason whatsoever, such invalidity and unenforceability shall not impair the validity or enforceability of the provisions of this Agreement. In this event and to this extent only, the objectionable provision shall be severed and the remaining provisions shall be enforced.

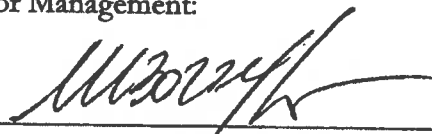
IN WITNESS WHEREOF Employee PETER B. CASTRO and GUAM WATERWORKS AUTHORITY have duly executed this Agreement as of the date and year above written.

For Employee:




PETER B. CASTRO

For Management:



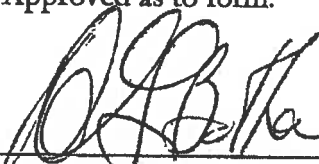
MIGUEL C. BORDALLO, P.E.
GUAM WATERWORKS AUTHORITY

Approved as to form:



By: **JOSHUA D. WALSH**
Civille & Tang, PLLC

Approved as to form:



D. GRAHAM BOTHA
Legal Counsel for
Guam Waterworks Authority

GUAM WATERWORKS AUTHORITY

GOVERNMENT OF GUAM
 Gloria B. Nelson Public Service Building
 688 Route 15, Mangilao, Guam 96913

NOTIFICATION OF PERSONNEL ACTION

PA 441-2016jce

| | | | |
|--|------------------------------------|---|------------------------------------|
| 1. NAME (Last, First, Middle Initial) CASTRO, PETER B. | 2. Date of Birth ██████████ | 3. Employee No. & SSN 610 ██████████ | 4. Date May 27, 2016 |
|--|------------------------------------|---|------------------------------------|

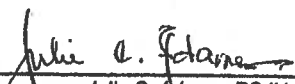
THIS IS TO NOTIFY YOU OF THE FOLLOWING ACTION AFFECTING YOUR EMPLOYMENT.

| | | |
|--|--|--|
| 5. Nature of Action Reinstatement of Promotion | 6. Effective Date(s) October 1, 2015 | 7. Legal Authority Settlement to CSC Case 16-AA04D |
|--|--|--|

| FROM | DESCRIPTION | TO |
|---|--|---|
| Sewer Plant Operator I F14B, \$35,888.00 per annum \$17.25 per hour Guam Waterworks Authority Wastewater Operations 5221 - Gravity | 8. POSITION TITLE 9. SALARY: Pay Grade, Step, Sub-Step 10. DEPARTMENT OR AGENCY 11. DIVISION 12. SECTION | Water Sewer Maintenance Worker Leader I6C, \$39,057.00 per annum \$18.78 per hour Guam Waterworks Authority Wastewater Operations 5221 - Gravity |

13. REMARKS: This action is pursuant to applicable laws, rules, and regulations and is subject to a post audit.
 Effective date is reflective of the promoted position paid up to January 23, 2016.

GREG P. CRUZ
 Certifying Officer


 Julie C. Adams, PS IV
 Acting Personnel Services Administrator

 Miguel C. Bordallo, PE
 General Manager

| | | | | |
|-----------|---------|----------|----------|------------|
| PERSONNEL | PAYROLL | EMPLOYEE | DIVISION | RETIREMENT |
|-----------|---------|----------|----------|------------|

610 - Peter Castro

| Pay Period Ending Date | Business Unit | Actual Work Date | Pay Type | Hours Worked | Current Hourly Rate | Gross Pay | Promotion Hourly Rate | Pay Diff/Hr. | Estimated Pay Diff. Total |
|---------------------------|------------------|---------------------|-------------|-----------------|------------------------|--------------|--------------------------|-----------------|------------------------------|
| 1/25/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 1/26/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 1/27/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 1/28/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 1/29/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/1/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/2/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/3/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/4/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/5/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/8/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/9/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/10/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/11/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/12/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/15/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/16/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/17/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/18/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/19/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/20/2016 | 6930 | 1/26/2016 | 200 | 8 | 25.875 | 207 | 28.17 | 2.30 | 18.36 |
| 2/20/2016 | 6930 | 1/26/2016 | 275 | 5.5 | 1.725 | 9.49 | 1.878 | 0.15 | 0.84 |
| 2/20/2016 | 6930 | 1/26/2016 | 200 | 0.5 | 25.875 | 12.94 | 28.17 | 2.30 | 1.15 |
| 2/20/2016 | 6930 | 1/26/2016 | 275 | 0.5 | 1.725 | 0.86 | 1.878 | 0.15 | 0.08 |
| 2/20/2016 | 6930 | 1/27/2016 | 200 | 1.5 | 25.875 | 38.81 | 28.17 | 2.30 | 3.44 |
| 2/20/2016 | 6930 | 1/27/2016 | 275 | 1.5 | 1.725 | 2.59 | 1.878 | 0.15 | 0.23 |
| 2/20/2016 | 6930 | 1/27/2016 | 200 | 8 | 25.875 | 207 | 28.17 | 2.30 | 18.36 |
| 2/20/2016 | 6930 | 1/27/2016 | 275 | 6 | 1.725 | 10.35 | 1.878 | 0.15 | 0.92 |
| 2/20/2016 | 6930 | 1/27/2016 | 200 | 0.5 | 25.875 | 12.94 | 28.17 | 2.30 | 1.15 |
| 2/20/2016 | 6930 | 1/27/2016 | 275 | 0.5 | 1.725 | 0.86 | 1.878 | 0.15 | 0.08 |
| 2/20/2016 | 6930 | 1/28/2016 | 200 | 8 | 25.875 | 207 | 28.17 | 2.30 | 18.36 |
| 2/20/2016 | 6930 | 1/28/2016 | 275 | 6 | 1.725 | 10.35 | 1.878 | 0.15 | 0.92 |
| 2/20/2016 | 6930 | 1/29/2016 | 200 | 7 | 25.875 | 181.13 | 28.17 | 2.30 | 16.07 |
| 2/20/2016 | 6930 | 1/29/2016 | 275 | 6 | 1.725 | 10.35 | 1.878 | 0.15 | 0.92 |
| 2/20/2016 | 6930 | 1/29/2016 | 200 | 2 | 25.875 | 51.75 | 28.17 | 2.30 | 4.59 |
| 2/22/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/23/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/24/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/25/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/26/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 2/29/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/1/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/2/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/3/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/4/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/5/2016 | 6930 | 1/28/2016 | 200 | 2 | 25.875 | 51.75 | 28.17 | 2.30 | 4.59 |
| 3/5/2016 | 6930 | 1/28/2016 | 275 | 2 | 1.725 | 3.45 | 1.878 | 0.15 | 0.31 |
| 3/5/2016 | 6930 | 2/16/2016 | 200 | 8 | 25.875 | 207 | 28.17 | 2.30 | 18.36 |
| 3/5/2016 | 6930 | 2/16/2016 | 275 | 6 | 1.725 | 10.35 | 1.878 | 0.15 | 0.92 |
| 3/5/2016 | 6930 | 2/17/2016 | 200 | 3.5 | 25.875 | 90.56 | 28.17 | 2.30 | 8.03 |
| 3/5/2016 | 6930 | 2/17/2016 | 275 | 1 | 1.725 | 1.73 | 1.878 | 0.15 | 0.15 |
| 3/5/2016 | 6930 | 2/18/2016 | 200 | 8 | 25.875 | 207 | 28.17 | 2.30 | 18.36 |
| 3/5/2016 | 6930 | 2/18/2016 | 275 | 6 | 1.725 | 10.35 | 1.878 | 0.15 | 0.92 |
| 3/7/2016 | 6930 | Holiday Pay | 5 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/8/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/9/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/10/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/11/2016 | 6930 | Regular Pay | 1 | 8 | 17.25 | 138 | 18.78 | 1.53 | 12.24 |
| 3/14/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/15/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/16/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/17/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/18/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/21/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/22/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/23/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/24/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |
| 3/25/2016 | 6930 | Regular Pay | 1 | 8 | 18.78 | 138 | 18.78 | - | - |

