



BEFORE THE  
GUAM CIVIL SERVICE COMMISSION  
BOARD OF COMMISSIONERS



IN THE MATTER OF:

CYNTHIA E. IGE,

Employee,

vs.

GUAM POLICE DEPARTMENT,

Management.

GRIEVANCE APPEAL  
CASE NO.: 23-GRE07

JUDGMENT OF DISMISSAL

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

SO ADJUDGED this 13th day of February, 2024.

  
\_\_\_\_\_  
JUAN K. CALVO  
Chairman

  
\_\_\_\_\_  
ANTHONY P. BENAVENTE  
Vice Chairman

  
\_\_\_\_\_  
ROBERT C. TAITANO  
Commissioner

  
\_\_\_\_\_  
FRANCISCO T. GUERRERO  
Commissioner

JUDGMENT OF DISMISSAL  
*Cynthia E. Ige vs. Guam Police Department*  
Grievance Appeal Case No.: 23-GRE07



1 Robert E. Koss, Lay Representative  
 2 Guam Federation of Teachers  
 3 P.O. Box 2301  
 4 Hagatna, Guam 96910  
 5 Ph. (671) 735-4390 Fax (671) 734-8085  
 6 Email rkoss@gftunion.com

CIVIL SERVICE COMMISSION  
 1:30 pm  
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 24-001

7 **BEFORE THE CIVIL SERVICE COMMISSION OF GUAM**

8 **CYNTHIA IGE,**

9 Employee,

**GRIEVANCE APPEAL**

Case No. 23-GRF07

10 vs.

**STIPULATION OF SETTLEMENT**

11 **GUAM POLICE DEPARTMENT**

12 Management.

13 To the Civil Service Commission of Guam

14 THIS STIPULATION OF SETTLEMENT AND AGREEMENT, is by and between  
 15 CYNTHIA IGE (hereinafter "Employee") and the GUAM POLICE DEPARTMENT,  
 16 (hereinafter referred to as "Management") as follows:

17 **RECITALS**

- 18
- 19 A. The above named Employee initiated a grievance against the Guam Police Department for  
 20 differential pay after being assigned working in a higher position classification for  
 21 numerous years. Employee was promised compensation .
- 22 B. The parties desire to enter into this Settlement Agreement (hereinafter "Agreement") for  
 23 this and all pending matters in order to provide for certain arrangements in full settlement  
 24 and discharge of the Appeal in fair and equitable means and upon the terms and  
 25 conditions set forth herein.
- 26 C. The terms and conditions of said Agreement shall become operative upon execution of  
 27 this Agreement.

28 **NOW THEREFORE,** for and in consideration of the mutual promises set forth herein, the  
 parties agree as follows:



1       **1. Purpose of Agreement.** Employee and Management acknowledge and agree that this  
2 Agreement is a Settlement and Compromise of the referenced matter. It is the intention of the  
3 parties by the execution of this Agreement to fully, finally and completely resolve all disputes  
4 between them regarding these matters, in the manner more specifically set forth in the terms of  
5 this Agreement that follow.

6       **2. Employee's Obligation.**

7       2.1 Employee agrees to withdraw and dismiss her grievance appeal before Service Commission  
8 with prejudice pursuant to the mutually agreeable terms of this stipulated settlement agreement.

9       2.2 Employee agrees to accept a lump sum payment of **\$11,314.46** for the full and complete  
10 compensation for this matter. **\$3015.30** of benefits will be paid by management to respective  
11 vendors.

12       **3. Management's Obligation.**

13       3.1 Management agrees that the Employee shall receive compensation in the amount of  
14 **\$11,314.46** as a complete settlement of her grievance.

15       3.2 Management shall provide the employee a lump sum payment of **\$11,314.46** for the full  
16 and complete compensation for this matter. **\$3015.30** of benefits will be paid by management  
17 to respective vendors, for a total compensation of **\$14,329.76**.

18       **4. Performance Accepted.** The parties agree and acknowledges: (a) that it accepts  
19 performance of its obligations specified in this Agreement as a full and complete compromise of  
20 matters involving disputed issues; (b) that the negotiations for this settlement (including all  
21 statements, admissions or communications by the parties or their attorneys or representative shall  
22 not be considered by any of said parties; (c) and that no past or present wrong doing on the part  
23 of the parties shall be implied by such negotiations.

24       **5. Additional Documents.** All parties agree to cooperate fully and execute any and all  
25 supplementary documents and take all additional actions that may be necessary as appropriate to  
26 give full force and effect to the basic terms and intent of this Agreement within thirty (30) days  
27 of the effective date.

28       **6. Independent Advice of Counsel.** Each party represents and declares that it has received  
independent advice from its respective attorneys and representative with respect to the  
advisability of making the settlement provided for herein and with respect to the advisability of




1 executing this Agreement. Each party further represents and declares that it has not relied upon  
2 any statement or representation by the other party or of any of its partners, agents, employees, or  
3 attorneys in executing this Agreement or in making the settlement provided for herein, except as  
4 expressly provided for herein.

5 **7. Voluntary Agreement.** Each party represents and declares that it has carefully read this  
6 Agreement, that it knows the contents of this Agreement, and that it has signed the same freely  
7 and voluntarily.

8 **IN WITNESS WHEREOF,** the parties have executed this Agreement as of the date written  
9 by their respective names.

10 **For Employee:**

11   
12 Cynthia Ige, Employee

10 **For Management:**

11   
12 Stephen Iñacio, Chief of Police

13 Date: 12/28/23

13 Date: 12/28/23