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



**IN THE MATTER OF:**  
**CIVIL SERVICE COMMISSION,  
JULIETTA QUINENE,**  
  
**Complainant,**  
  
**v.**  
  
**GUAM DEPARTMENT OF  
EDUCATION,**  
  
**Management.**

**POST AUDIT APPEAL  
Case Number: 24-PA04**

**DECISION AND JUDGMENT**

**INTRODUCTION**

The above-captioned matter came before the Civil Service Commission (“CSC”) on December 3, 2024, for a Post Audit Investigative Hearing regarding Julietta Quinene (“Complainant”) and the Guam Department of Education (“Management”). Commissioners present during the December 3, 2024 Investigation Hearing were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Cathy O. Catlin, and Commissioner Rose Marie A. Morales.

1 Complainant was present with her lay representative, Robert Koss. Phyllis  
2 Blas was present for Management.

### 3 JURISDICTION

4 The Jurisdiction of the Civil Service Commission is based upon the Organic  
5 Act of Guam, 4 GCA §§ 4401. *et seq.* and relevant Personnel Rules and Regulations.

### 6 DELIBERATIONS

7 The Commissioners heard from CSC's Personnel Management Analyst II,  
8 Cynthia Camacho, who read the Investigation Report. The report included a  
9 background, findings, a conclusion, and a recommendation. The Commissioners all  
10 had the opportunity to ask questions of PMA Camacho. Vickilynn Sablan, Personnel  
11 Management Analyst III, acting Personnel Management Administrator, was also  
12 present to answer Commissioners questions.

13 The Commissioners discussed that there were errors in Complainant's past  
14 Personnel Actions. The Commissioners discussed the limitations on the Commission  
15 and the fact that, although the Commissioners are unable to modify Personnel Actions,  
16 they can void every incorrect Personnel Action for the last decade. The  
17 Commissioners discussed the role of justice in a situation where numerous incorrect  
18 Personnel Actions exist; and the result of null and voiding all existing incorrect  
19 Personnel Actions.

20 **DECISION AND JUDGMENT**  
*Julietta Quinene v. Department of Education*  
Post Audit Appeal Case Number: 24-PA04

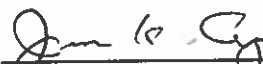
1 The result being that Complainant may be suddenly shifted back to a different  
2 agency, to a prior job that may not even exist any longer, and the decade of pay  
3 increases that would be dismantled. The Commissioners discussed Department of  
4 Education's power to remedy the situation, separate from the Post Audit Complaint.

5 The Commissioners deliberated and determined, by a vote of four to zero,  
6 that the Complainant should not continue, in the interest of justice; and the  
7 Commission respectfully requests the Department of Education to appropriately  
8 modify the incorrect Personnel Actions.

9 **CONCLUSION**

10 The Commission determined by a vote of 4 to 0 in favor of accepting Staff's  
11 recommendation that no further action be taken, and to dismiss Employee's Post  
12 Audit Appeal, Case Number 24-PA04.

13 **SO ORDERED** this 14th day of January, 2025.

14   
15 **JUAN K. CALVO**  
Chairman

  
16 **ANTHONY P. BENAVENTE**  
Vice Chairman

17 **- ABSENT -**  
**FRANCISCO T. GUERRERO**  
Commissioner

  
18 **CATHY O. CATLING**  
Commissioner

  
19 **ROSE MARIE A. MORALES**  
Commissioner