

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



IN THE MATTER OF:

JOEY T. CRUZ,

Employee,

vs.

**GUAM CUSTOMS AND
QUARANTINE AGENCY,**

Management.

**GRIEVANCE APPEAL
CASE NO.: 22-GRE27**

DECISION AND ORDER

This matter came before the Civil Service Commission (“Commission”) for a Grievance Hearing on November 28, 2023 and a continued Grievance Hearing on December 12, 2023. Deliberations were held on December 12, 2023 immediately following the continued Grievance Hearing. Chairman Juan Calvo, Vice Chairman Anthony P. Benavente, Commissioner Robert C. Taitano and Commissioner Francisco T. Guerrero were present for both hearings.

ORDER AFTER HEARING

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1 Also present at both hearings were Colonel Joey T. Cruz (“Employee”),
2 his Lay Representative Robert E. Koss, and Vincent S. N. Perez, Chief of Customs,
3 for the Customs and Quarantine Agency (“Management”).

4 Both Management and Employee were given the opportunity to call witnesses
5 to testify and present their case. Commissioners also questioned the witnesses. On
6 November 28, 2023, the Commission determined, by a vote of 4 to 0 that they
7 wanted to hear testimony from the Department of Administration (“DOA”) on the
8 issues presented; therefore, the Commission called an additional witness to the
9 proceedings, the DOA witness testified on December 12, 2023.

10 Following the conclusion of the deliberations, by a vote 4 to 0, the
11 Commission ruled to terminate the Grievance and allow for continued review of the
12 subject matter, requiring Management and DOA to submit a progress report in two
13 months on the issues of retention and classification matters.

14 **SO ORDERED this 2nd day of January, 2024.**

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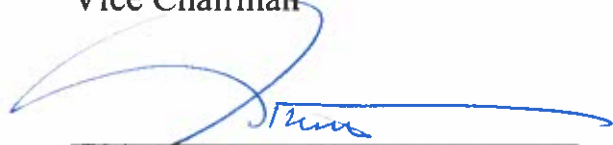
16 **JUAN K. CALVO**
Chairman

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16 **ANTHONY P. BENAVENTE**
Vice Chairman

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18 **ROBERT C. TAITANO**
Commissioner

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18 **FRANCISCO T. GUERRERO**
Commissioner

19 **ORDER AFTER HEARING**

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