



BEFORE THE
GUAM CIVIL SERVICE COMMISSION
BOARD OF COMMISSIONERS



IN THE MATTER OF:

MARK A. SNYDER,

Employee,

vs.

GUAM FIRE DEPARTMENT,

Management.

**POST AUDIT APPEAL
CASE NO.: 23-PA02**

DECISION AND JUDGMENT

This matter came before the Civil Service Commission (“Commission”) on November 28, 2023. Present for the Commission were Chairman Juan K. Calvo, Vice Chairman Anthony P. Benavente, Commissioner Robert C. Taitano, and Commissioner Francisco T. Guerrero.

Present for Management was Joey San Nicolas, Deputy Fire Chief - Acting Fire Chief. Mark A. Snyder, Employee, was present at the hearing and, present on Employee’s behalf was Employee Representative, Mr. Robert Koss.

DECISION AND JUDGMENT

Mark A. Snyder vs. Guam Fire Department
Post Audit Appeal CSC Case No.: 23-PA02

1 This Post Audit case was filed with the Commission by Employee on
2 February 23, 2023. Under Title 4 of the Guam Code Annotated §4403(d) the
3 Commission is empowered to take action after a personnel action is issued. The
4 Commission, by the same statute, is restricted by a one hundred eighty-day
5 deadline and may not take action after the deadline passes.

6 In this case, the November 28, 2023 board hearing was two hundred
7 seventy-eight days after the Employee filed his case. On November 28, 2023,
8 the Commission exceeded their authority by ninety-eight days.

9 Wherefore, based upon a unanimous decision of 4 to 0, the Commission
10 DISMISSES Employee's Post Audit Complaint.

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

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13 **JUAN K. CALVO**
14 Chairman

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13 **ANTHONY P. BENAVENTE**
14 Vice Chairman

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16 **ROBERT C. TAITANO**
17 Commissioner

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16 **FRANCISCO T. GUERRERO**
17 Commissioner