



CIVIL SERVICE COMMISSION

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

-09- 28 2022

9:25 AM
RECEIVED
22-598

BEFORE THE CIVIL SERVICE COMMISSION OF GUAM

LEO RUSTUM ESPIA

Employee,

vs.

OFFICE OF CIVIL DEFENSE

Management.

Adverse Action Appeal
CSC Case No.: 22-AA06T

EMPLOYEE'S OBEJECTION TO
DONNA LAWRENCE'S INTERVENTION
AND MOTION

To the Civil Service Commission and opposing management representative of record.

I. Introduction

COMES NOW, Employee is the referenced matter hereby brings this objection to Donna Lawrence's attempt to intervene without standing or authority in the above referenced matter and further objection to her motion as follow:

Note: Asst. A.G. Donna Lawrence is referenced by name in this matter out of necessity because she is acting independently of the Government to oppose both employee and management and does not represent the interests of any party to this case and therefore cannot be referred to as management.

II. Discussion

Employee was wrongfully dismissed on April 26, 2022 from his classified position of Planner IV in the Office of Civil Defense (OCD) by Samantha J. Brennan, Homeland Security Advisor and Asst. AG Donna Lawrence. At the time of termination, Charles Esteves, was the Director/Administrator OCD, and off-island. Employee served in the classified service under the

MOTION - 1

ORIGINAL



guidance and direction of the OCD Administrator, Charles Esteves (see organizational flow chart).

Samantha Brennan, OHS Advisor does not have hire or fire Authority over Office of Civil Defense (OCD) employees except perhaps in acting capacity with a proper designation of authority. She is an Advisor to the Governor in the Office of Homeland Security (OHS) and she is not the agency head of OCD at any time during these proceedings.

OCD IS GOVERNED BY DOA PERSONNEL RULES (DOA PRR).

Chapter 11 of DOA PRR Statement of Policy,

*"This chapter sets forth the guidelines and procedures by which the **appointing authority** may suspend, demote, or dismiss a permanent employee."*

DOA PRR 11.201 A. Responsibility for Discipline:

*"The **appointing authority** derives its authority and responsibility for employee discipline under the provisions of section 4105, Title 4, of the Guam Code Annotated. Agency management has the responsibility to remove or demote to another position on a fair and equal basis, any employee in the classified service whose conduct or capacity is such that his removal or demotion will promote the efficiency of government service."*

11.201 B. Delegation of Authority:

*"The **appointing authority** may delegate responsibility for administration of day-to-day discipline to its line management, to include such actions as oral admonitions, letters of reprimand, and the recommendation of adverse actions."*

Important Note: The administrator of OCD may delegate day-to-day discipline to its line management, to include such actions as oral admonitions, letters of reprimand, and the recommendation of adverse actions but he cannot delegate away his authority and responsibility for adverse action. The authority to suspend, demote, and terminate an employee is reserved to the agency head and it cannot be delegated away to Samantha Brennan, Advisor for Homeland Security.

DOA PRR 11.303 Authorized Causes for Adverse Action.

"A department/agency head may remove an employee for such misconduct which affects the efficiency of the service..."

Charles Esteves, is the Director/Administrator OCD or authorized department/agency head.

MOTION - 2



10 GCA § 65103. OFFICE OF CIVIL DEFENSE: CREATION; Administrator; personnel. (a) There is hereby created, within the office of I Maga'lāhen Guåhan, an Office of Civil Defense with an Administrator of Civil Defense, hereinafter called the 'Administrator,' who shall be a member of the classified service and is the administrative head of the office of civil defense, subject to the direction and control of I Maga'lāhen Guåhan. (b) the administrator, with the approval of I Maga'lāhen Guåhan, may employ such technical, clerical, stenographic and other personnel and may make such expenditures within the appropriation therefore, or from other funds made available to him for purposes of civil defense, as may be necessary to carry out the purposes of this chapter. (c) the Administrator and other personnel of the office of civil defense shall be provided by I Maga'lāhen Guåhan with appropriate office space, furniture, equipment, motor vehicles, supplies, stationery and printing in the same manner as are provided for personnel of other Government of Guam agencies. (d) the Administrator, subject to the direction and control of I Maga'lāhen Guåhan, shall be the administrative head of the office of civil defense and shall be responsible to I Maga'lāhen Guåhan for carrying out the program for the civil defense of Guam. He shall coordinate the activities of all organizations for civil defense within Guam, and shall maintain liaison with and cooperate with civil defense agencies and organizations and the armed forces of the federal government, and shall have such additional authority, duties and responsibilities as are authorized by this chapter, or as may be prescribed by I Maga'lāhen Guåhan.

Samantha J. Brennan, is the Office of Homeland Security Advisor.

5 GCA § 14.101. Office of Homeland Security Established. There is hereby established the Office of Homeland Security (OHS). the OHS will be managed by the Homeland Security Advisor. The Homeland Security Advisor shall be an unclassified employee appointed by I Maga'hågan Guåhan (the Governor of Guam), and shall serve at her pleasure. The Homeland Security Advisor position shall be subject to the availability of funds, which may be locally appropriated or in the form of a federal grant award designated for such purpose.

Guam Code at 5 GCA 14.104.1 Provides that,

"The Homeland Security Advisor shall coordinate the executive branch's efforts to detect, prepare for, prevent, protect against, respond to, and recover from acts of terrorism, invasion, insurrection, rebellion, lawless violence, or the threat thereof against Guam and its people" ...

by advising the I Maga'hågan Guåhan (the Governor of Guam) on such matters. No-place in the code is reference to the Advisor's authority to hire or fire classified employees. Indeed, the responsibility for adverse actions rests solely with Charles Esteves, Appointing Authority for the Office of Civil Defense in this instance. Samantha Brennan, OHS Advisor has overstepped her authority by taking adverse action against an Employee from the Office of Civil Defense and in doing so, numerous fatal violations of law and rule result.

MOTION - 3



DOA Personnel Rules set forth the guidelines and procedures by which the appointing authority may suspend, demote, or dismiss a permanent employee for such misconduct which affects the efficiency of the service. The appointing authority derives its authority and responsibility for employee discipline under the provisions of section 4105, Title 4, of the Guam Code Annotated. Only the Agency head has the responsibility to remove or demote a classified employee when his service or conduct or capacity is such that his removal or demotion will promote the efficiency of government service.

The appointing authority may delegate responsibility for administration of day-to-day discipline to its line management, to include such actions as oral admonitions, letters of reprimand, and the recommendation of adverse actions but he cannot delegate away his authority and responsibility for adverse actions. The authority to suspend, demote, and terminate an employee is reserved to the agency head alone and it cannot be delegated away to an Advisor or Assistant Attorney General. Only a department/agency head may remove a classified employee.

In the instant matter, Employee was dismissed from his classified position of Planner IV in the Office of Civil Defense (OCD) by Samantha J. Brennan, Homeland Security Advisor. Employee's dismissal was accomplished with the support and assistance of Donna Lawrence, Assistant Attorney General. At the time of termination, Charles Esteves, was the Director/Administrator OCD but off-island. Esteves returned to island and position shortly thereafter and notified the Commission to rescind the action taken by Brennan to dismiss the employee. Employee was once again under the guidance and direction of the OCD Administrator, Charles Esteves not OHS Advisor.

MOTION - 4



1 Interestingly, upon appeal to the CSC, Donna Lawrence, Assistant AG found herself in a
2 predicament when OCD Administrator, Charles Esteves did not authorize her entry of
3 appearance. Donna Lawrence Asst. AG does not trump an Agency Head or any client she
4 represents, and she cannot simply inject herself at-will into any matter she chooses.
5

6 Initially, Ms. Lawrence entered her appearance (*Entry of Appearance* hereinafter EOA) in
7 the instant matter on her own accord and without authority. On her first attempt, CSC did not
8 accept this unauthorized EOA reminded Ms. Lawrence that to represent a client she must be
9 authorized by the client. (See e-mail from CSC staff to Donna Lawrence) CSC requested Ms.
10 Lawrence provide a proper EOA. Unfortunately, Samantha Brennan is an Advisor of OHS and is
11 not party to the appeal. Ms. Brennan is unable to authorize Donna Lawrence's representation of
12 the agency or Mr. Esteves. Mr. Esteves did not take or support any action to terminate the
13 Employee in this case and did not seek counsel from Donna Lawrence. In apparent desperation,
14 Donna Lawrence turned to the Office of Governor and Chief of staff for help by obtaining
15 authorization at this level for her to serve as counsel in this matter. Still, Mr. Esteves is the
16 appointing authority in this instance and he did not take the action to terminate the Employee and
17 he has informed the CSC that it is his decision to rescind the termination action and has NOT
18 authorized the services of Assistant AG Donna Lawrence. In other words, Assistant Attorney
19 General Donna Lawrence cannot compel or force her services on the agency head without his
20 authorization or intervene in this matter without proper authority.
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22
23

24 It is not necessary to debate the authority of the Chief of Staff to authorize Donna
25 Lawrence to represent OCD in this matter because even if the Chief of Staff is authorized to
26 assign Donna Lawrence to represent Mr. Esteves, she would have to do so in accordance with the
27 will, desire and interests of her client, Mr. Esteves. Donna Lawrence serves at the pleasure and
28

MOTION - 5



whim of the agency heads and clients she represents. She does not trump or supersede their authority, nor does she reign or rule over any Agency Head. In this case, Asst. A.G. Donna Lawrence is not properly authorized to appear before the CSC board in this matter, she is not authorized to file motions and CSC should not consider any document or motion filed by Lawrence where she has no standing or authority. The agency head has already informed this commission that it is his decision to rescind the action taken by Brennan and Lawrence and indeed the agency head has the final say in that regard. Consequently, Donna Lawrence, in apparent frustration, now seeks to remove and disallow the Agency Head, (among numerous others) from participating in these proceedings.

Lawrence's Motion Should Not be Considered

Donna Lawrence has no standing to intervene or file motions in this case or any case before the CSC where her service is not authorized. Alternatively, if Donna Lawrence's authorization by the Chief of Staff is acceptable to represent the agency, Mr. Esteves is the Director and Administrator of OCD and she must do so in accordance with the wishes and best interests of her client. It's very unsettling and even absurd that Donna Lawrence's Motion now seeks to remove and disallow the participation of her own client, Mr. Esteves in these proceedings. Mr. Esteves has already informed this Commission of his desire to rescind the adverse action prepared and taken by Lawrence. Her actions here in this case are tantamount to an attempt to take over and overthrow the Office of Civil and Defense.

Donna Lawrence lacks standing, her motion should be disregarded or denied, and her involvement in the case (if allowed) must be limited to serving the interests of her client, Mr. Charles Esteves. Donna Lawrence certainly should not be permitted to remove of her client from the case and then proceed as if she has the authority and discretion of the agency head for OCD.

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1 **Lastly, we point out that Lawrence's motion is now moot. On September 18, 2022**
2 **the Employee and Management entered into a Stipulated Settlement Agreement bringing**
3 **closure to the employee's appeal. Therefore, there remains no reason or need to entertain**
4 **Lawrence's motion. The motion is moot by the parties' settlement and resolution of the**
5 **appeal. (See attached)**
6

7
8 Submitted this 28th day September 2022 by:
9

10 A blue ink signature of Robert E. Koss, written in a cursive style.

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12 ROBERT E. KOSS, GFT Lay Representative
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Robert E. Koss, Lay Representative
Guam Federation of Teachers
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Email rkoss@gftunion.com

CIVIL SERVICE COMMISSION

3:12pm EP

-09-12-2022

RECEIVED

BEFORE THE CIVIL SERVICE COMMISSION OF GUAM

LEO RUSTUM J. ESPIA,
EMPLOYEE,

ADVERSE ACTION APPEAL
CASE NO. 22-AA06T

VS.

STIPULATION OF SETTLEMENT

OFFICE OF CIVIL DEFENSE,
MANAGEMENT.

To the Civil Service Commission of Guam and opposing Management Representative of record.

INTRODUCTION

THIS STIPULATION OF SETTLEMENT AND AGREEMENT, is by and between **LEO RUSTUM J. ESPIA** (hereinafter "Employee") and **THE OFFICE OF CIVIL DEFENSE**, (hereinafter referred to as "Management") as follows:

RECITALS

- The Employee was served with a Final Notice of Adverse Action that terminated his employment with the Office of Civil Defense on April 26, 2022 and,
- Employee subsequently commenced an Adverse Action Appeal (22-AA06T) in the Civil Service Commission of Guam; and,
- The parties desire to enter into this Settlement Agreement (hereinafter "Agreement") for

this matter in order to provide for certain arrangements in full settlement and

discharge of the Appeal in a fair and equitable means and upon the terms and conditions set forth herein.

C. The terms and conditions of said Agreement shall become operative upon execution of this Agreement.

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

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

2. Employee's Obligation.

2.1 Employee hereby withdraws the responsive Adverse Action Appeal from the Civil Service Commission; and,

2.2 Employee agrees that Management shall rescind the responsive notice and final adverse action.

2.3 Employee agrees to be re-instated to his former position and pay.

2.4 Employee agrees that he shall be restored all benefits including both employee and management retirement contributions (employee share shall be deducted from gross back pay award), all remaining sick leave and annual leave that has not already been consumed by the employee, and health care insurance shall be restored to the Employee.

2.4 Employee agrees that he shall be compensated all back pay from the effective date of termination to the date of reinstatement.

3. Management's Obligation.

3.1 Management agrees shall rescind the responsive notice and final adverse action.

3.2 Management agrees to reinstate the employee to his former position, pay grade and step.

3.3 Management agrees to restore all sick and annual leave to the employee that has not otherwise been consumed, in addition to all other benefits including retirement and health insurance .

3.4 Management agrees that the Employee shall receive all back pay from the effective date of dismissal to the date of reinstatement.

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

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

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

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

For Employee:



LEO RUSTUM J. ESPIA, Employee,

OCD

Date: 9/7/2022

For Management:



CHARLES V. ESTEVES, Administrator

OCD

Date: 9/7/2022



Lourdes A. Leon Guerrero
Governor
Joshua F. Tenorio
Lieutenant Governor

OFFICE OF CIVIL DEFENSE
Ufisinan Difensia Sibet
221-B Chalan Palasyo, Agana Heights, Guam 96910
Tel: (671) 475-9600 / Fax: (671) 477-3727
www.ghs.guam.gov



Charles V. Esteves
Administrator
Marie T. Quenga
Administrative Services Officer

May 9, 2022

MEMORANDUM FOR

Human Resources Division, Department of Administration, P.O. Box 7420, Tamuning, Guam 96931
Case Manager, Civil Service Commission, Bell Tower, 710 Marine Corps Drive, Suite 201, Hagatna, Guam, 96910

SUBJECT: Revocation of Notice of Final Adverse Action and Terminate Case File

1. Requesting to revoke Leo Rustum J. Espia's ('Leo') Notice of Final Adverse Action under CSC AA R. 11.7.4.¹

2. Background.

a. February 1, 2022. Samantha J. Brennan ('Samantha'), Homeland Security Advisor (HSA), coordinated with the Attorney General's office to conduct an administrative investigation on Leo for the use of a privately owned server (Enclosure 1).

b. February 17, 2022. Samantha issued a letter of warning to Leo for making false statements (Enclosure 2).

b. February 21, 2022. Samantha placed Leo on administrative leave according to the Department of Administration's (DOA) Personnel Rules and Regulations (PR&R) Rule 8.408 Absence Pending Formal Investigation² (Enclosure 3).

c. February 23, 2022. Leo responded to the HSA's letter of warning (Enclosure 4).

d. April 15, 2022. Samantha initiated a Notice of Proposed Adverse Action. AG1 Donald San Augustin from the Office of the Attorney General personally delivered it (Enclosure 5).

e. April 25, 2022. Leo responded to Samantha's Notice of Proposed Adverse Action (Enclosure 6).

f. April 26, 2022. Samantha initiated a Notice of Final Adverse Action to Leo and coordinated with AG1 Donald San Augustin from the Office of the Attorney General to personally deliver it (Enclosure 7).

¹ Civil Service Commission, Amended Adverse Action Appeal Rules of Procedure (Civil Service Commission, 2010), <https://csc.guam.gov/sites/default/files/Adverse-Action-Rules-of-Procedures.pdf>, 21.

² Guam Department of Administration, "Personnel Rules and Regulations," October 1, 1996, 89.

3. Authority. The HSA is not an appointing authority and therefore does not have disciplinary authority; 10 Guam Code Annotated (GCA), Chapter 65 provides that authority to the Administrator, Office of Civil Defense (Enclosure 8).

a. Administrator, Office of Civil Defense.

(1) 10 GCA §65103 (a). Designates the Administrator as the administrative head of the Office of Civil Defense.³

(2) 10 GCA §65103 (b). Authorizes the Administrator to employ personnel.⁴

b. Homeland Security Advisor, Office of Homeland Security. 5 GCA § 14.104.1 and § 14.104.2. list the HSA's duties and responsibilities (Enclosure 9). The position of the HSA is an advisory role. The legislation establishing the Office of Homeland Security and the position of Homeland Security Advisor:

(1) does not give the Office of Homeland Security control over the Office of Civil Defense.⁵

(2) does not name the HSA as a director or head of the agency; charges HSA to manage their office but does not authorize the HSA to employ personnel.⁶

(3) states the position is subject to funding, demonstrating its lack of essentiality for government functionality.⁷

(4) does not require a confirmation hearing generally reserved for directors and deputy directors because it is simply an advisory position.⁸

4. Unlawful Disciplinary Actions. Samantha's lack of authority makes her disciplinary actions against Leo unlawful.

5. Appearance of Retaliation. After reviewing the documents and the timeline, Samantha's actions appear retaliatory. There are multiple complaints related to Samantha's toxic leadership style and personality, the hostile work environment she created, and her actions against Leo (Enclosures 11-14). Leo's response to Samantha's letter of warning (Enclosure 2) alleges Samantha acted against him because of the following unlawful and illegal activities:

³ "Guam Civil Defense Act of 1951," 65103 §, accessed November 11, 2009, <http://www.guamcourts.org/CompilerofLaws/GCA/10gca/10gc065.PDF>.
<http://www.guamcourts.org/CompilerofLaws/GCA/10gca/10gc065.PDF>.

⁴ Ibid.

⁵ "Homeland Security and Emergency Management Modernization (P.L. 35-133:)," 14.102 § (2020), <http://www.guamcourts.org/CompilerofLaws/GCA/05gca/5gc001.PDF>.

⁶ Ibid.

⁷ Ibid.

⁸ Ibid.

(1) Disabled Leo's Badge and Access to the Facility. By unlawfully denying Leo access to the facility, Samantha obstructs governmental functions according to 9 GCA § 55.45 by preventing Leo from performing his assigned government duties and responsibilities.⁹

(2) Instructed Staff Not to Talk to Leo. Samantha unlawfully instructed the staff to stop all communications with Leo. Samantha interfered with the grievance process in violation of DOA PR&R Rule 12.401. Additionally, Leo could not exercise his right to seek advice under DOA PR&R Rule 12.403 (Enclosure 15) because of Samantha's instructions given to the Administrative Services Officer / Equal Employment Opportunity Counselor to cease all communications with Leo (Enclosure 16).¹⁰

(3) Directed a Law Enforcement Officer to Check on Leo at the Clinic and Obtain Information. Besides the waste of government resources, Leo stated that Samantha sent a law enforcement officer to obtain information on Leo's purpose for visiting the clinic. If true, her actions and the law enforcement officer's actions may violate the Health Insurance Portability and Accountability Act of 1996 Privacy Rules.

6. As the disciplinary authority, I will do my due diligence and conduct an inquiry on the claims brought forth by Samantha when I return from military leave in June. If there are findings, I will ensure Leo is afforded job protection procedures outlined in DOA PR&R Rule 11.202 versus Samantha's extreme targeted approach aimed at dismissal:

a. Informal counseling

b. A reasonable opportunity to correct inadequate performance

7. Leo has over 20 years with the Office of Civil Defense. Having worked with him for seven of those twenty years, I can say that he is a hard worker, has a respectable reputation in the emergency management community, and has a clean record. I am troubled by the actions taken against him while I am away for military training. As Leo's direct supervisor and head of agency, thank you for hearing my case in support of him and the injustice against him.

8. Point of contact is the undersigned at mobile (913) 705-9009 or charles.esteves@ghs.guam.gov.



Digitally signed by Charles Vincent Esteves
DN: cn=Charles Vincent Esteves, o=Government of Guam,
ou=Office of Civil Defense,
email=charles.esteves@ghs.guam.gov, c=US
Date: 2022.01.09 13:35:01 -0500

CHARLES V. ESTEVES, MA, MPA, CM
Administrator
Office of Civil Defense

Enclosures

⁹ "9 Guam Code Annotated, Chapter 55 Interference with Government Operations and Law Enforcement," 55.45 § (2019), <http://www.guamcourts.org/CompilerofLaws/GCA/09gca/9gc055.PDF>.

¹⁰ Guam Department of Administration, "Personnel Rules and Regulations," 131.



Susan Corbin <susan.corbin@csc.guam.gov>

Fwd: Request for Notice of Final Adverse Action - Leo Rustum Espia

1 message

Charles Esteves <charles.esteves@oldghs.guam.gov> Wed, May 11, 2022 at 6:55 AM

To: daniel.leonguerrero@csc.guam.gov

Cc: eric.miller@csc.guam.gov, roland.fejarang@csc.guam.gov,

janeque.sagun@csc.guam.gov, susan.corbin@csc.guam.gov

Hafa Adai Executive Director Leon Guerrero,

Please see attached request to revoke Leo Rustum Espia's notice of final adverse action. I attempted to send it to the csc.document.filing@csc.guam.gov email address but received a failed delivery notification. Thank you.

r/
Charles

----- Forwarded message -----

From: **Charles Esteves** <charles.esteves@oldghs.guam.gov>

Date: Mon, May 9, 2022 at 1:50 PM

Subject: Request for Notice of Final Adverse Action - Leo Rustum Espia

To: <csc.document.filing@csc.guam.gov>

Civil Support Commission,

Attached is a request to revoke Leo Rustum Espia's notice of final adverse action unlawfully initiated by Samantha Brennan, Homeland Security Advisor. Please let me know if I need to address this with someone within the agency. Thank you.

r/
Charles Esteves
Administrator, Office of Civil Defense
(913) 705-9009

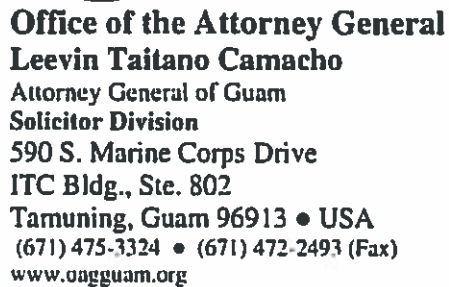
CIVIL SERVICE COMMISSION

2 attachments

Revocation of NFAA_Leo Rustum Espia.pdf
179K **Enclosures.pdf**
16141K11 2022
6:55 AM
RECEIVED

22-312

E-14



9 2022
9:40 AM 8/10
RECEIVED

22-305

**BEFORE THE CIVIL SERVICE COMMISSION
HAGÅTÑA, GUAM**

IN THE MATTER OF:

LEORUSTAM S. ESPIA,

Employee,

vs.

**GUAM HOMELAND
SECURITY/OFFICE OF CIVIL
DEFENSE,**

Management.

) ADVERSE ACTION CASE NO. 22-AA06T

ENTRY OF APPEARANCE

Management, Department of Homeland Security (“GHS” or “Management”), hereby enters the appearance of Donna E. Lawrence, Assistant Attorney General for the Solicitor’s Division of the Office of the Attorney General, as its counsel of record in the above-captioned case.

E-15

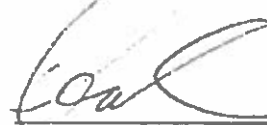
All notices, correspondence and pleadings issued in the above-captioned case should be
sent to:

DONNA E. LAWRENCE
Assistant Attorney General
Solicitor's Division
Office of the Attorney General
509 South Marine Corps Dr.
ITC Bldg. Ste. 802
Tamuning, Guam 96913

Dated this 9 day of May, 2022.

OFFICE OF THE ATTORNEY GENERAL
Leevin Taitano Camacho, Attorney General

By:



DONNA E. LAWRENCE
Assistant Attorney General

Robert Koss

From: Robert Koss <rkoss@gftunion.com>
Sent: Friday, 20 May 2022 10:51 am
To: 'leo espia'
Subject: FW: Notice of Status Call Conference via Zoom (information forthcoming) scheduled for 06012022 at 2pm.
Attachments: 22-305 LEORUSTAM ESPIA; ENTRY OF APPEARANCE BY D. LAWRENCE; CSC 22-AA06T.pdf

This baby has wheels but no breaks. It's a runaway train and I cant stop it. In other words, my request to delay further proceedings until after June 15 has landed on deaf ears. See email chain for your information only. Please do not respond to the CSC.

From: Cynthia Camacho <cynthia.camacho@csc.guam.gov>
Sent: Friday, 20 May 2022 09:36
To: samantha.brennan@ghs.guam.gov; charles.esteves@ghs.guam.gov
Cc: Roland Fejarang <roland.fejarang@guam.gov>; Eric Miller <eric.miller@guam.gov>; Daniel Leon Guerrero <daniel.leonguerrero@csc.guam.gov>; patrick.leonguerrero@ghs.guam.gov; Donna Lawrence <dlawrence@oagguam.org>; Robert Koss <rkoss@gftunion.com>
Subject: Notice of Status Call Conference via Zoom (information forthcoming) scheduled for 06012022 at 2pm.

Good Morning Mrs. Brennan and Mr. Esteves,

Please see the attached Notice of Status Call Conference re: L. Espia -CSC case no. 22-AA06T scheduled for June 01, 2022 @2pm. The Zoom information will be provided at a later date.

:) In addition to the Notice attached for your records/file. Please be advised that I've copied in AAG Donna Lawrence as she has submitted an Entry of Appearance (EOA) on your behalf, however in review of the Entry of Appearance, it lacked the information needed to updated our files, pursuant to Adverse Action rules (effective March 01, 2010) rule 13.1, a

written approval along with the address and telephone number of his client *shall* be included in the EOA.

:) Please provide our office with an updated/amended EOA for our files and records.

In advance, I appreciate your attention to this matter :)

Have a great Friday!

v/r
Cynthia

*Please acknowledge receipt :)
and have a great day, thank you!*

Si Yu-us Un Binendise,



Cynthia KM Camacho

Civil Service Commission (CSC)
PERSONNEL MANAGEMENT ANALYST II
BELL TOWER, Suite 201,
701 West Marine Corps Drive
Hagatna, Guam
96910 Email: cynthia.camacho@csc.guam.gov
Website: csc.guam.gov
Work: (671) 647-1854/5 Fax: (671) 647-1867

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05-23 2022

Office of the Attorney General
Leevin T. Camacho
Attorney General of Guam
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**BEFORE THE CIVIL SERVICE COMMISSION
HAGATNA, GUAM**

ADVERSE ACTION CASE NO.: 22-AA06T

**NOTICE OF
ENTRY OF APPEARANCE**

vs.

Management.

Management, Guam Department of Homeland Security/Office of Civil Defense (“Management”), hereby enters the appearance of Donna E. Lawrence, Assistant Attorney General for the Solicitor’s Division of the Office of the Attorney General, as its counsel of record in the above-captioned case.

Er 19

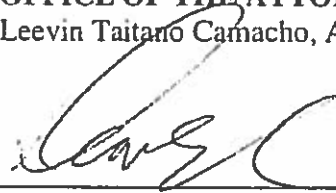
All notices, correspondences and pleadings issued in the above-captioned case should be sent to:

Donna E. Lawrence
Assistant Attorney General
Solicitor's Division
Office of the Attorney General
509 South Marine Corps Dr.
ITC Bldg., Ste. 802
Tamuning, Guam 96913

Dated this 19th day of May, 2022.

OFFICE OF THE ATTORNEY GENERAL
Leevin Taitano Camacho, Attorney General

By:



DONNA E. LAWRENCE
Assistant Attorney General

CONCURRED BY:



Jon Calvo, Governor's Chief of Staff

> Click here for "**Information on Coronavirus (COVID-19)**" (/coronavirus-covid-19)



(https://www.cdc.gov/coronavirus/2019-ncov/index.html?s_cid=bb-coronavirus-2019-ncov-NCIRD)

Good Afternoon. Hafa Adai & Welcome...to the official GHS/OCD Website.

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Administrator for the Office of Civil Defense, Charles V. Esteves



E-21

As of January 7, 2019



Charles V. Esteves
ADMINISTRATOR
OFFICE OF CIVIL DEFENSE

Agency Program **OFFICE OF HOMELAND SECURITY (0280)**

Fund Source	Position Number	Position Title	Name	Grade-Step	Salary	Increment Date	Increment Amount	Subtotal Retirement	Retire (DDI)	Social Security	Medicare	Life	Medical	Dental	Total Benefits	TOTAL		
FEDERAL GRANT FUND		HOMELAND SECURITY ADVISOR	BRENNAN, SAMANTHA J		- 00	93,000.00		0.00	93,000.00	21,064.50	0.00	0.00	1,348.50	0.00	5,034.38	453.18	27,900.56	120,900.56
FEDERAL GRANT FUND		1 ADMIN, OFFICE OF CIVIL DEF	ESTEVES, CHARLES V		R - 08	84,631.65	Sep 01, 2020	1,299.03	85,930.68	19,169.07	0.00	0.00	1,227.16	0.00	0.00	0.00	20,396.23	106,326.91