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BEFORE THE CIVIL SERVICE COMMISSION

LEO RUSTUM J. ESPIA,	)	Appeal Case No. 22-AA06T
	)	
Employee,	)	
	)	
vs.	)	STIPULATED SETTLEMENT
	)	AGREEMENT
OFFICE OF CIVIL DEFENSE,	)	
	)	
	)	
Management.	)	

Comes Now, the Office of Civil Defense ("Management") and Leo Rustum J. Espia ("Employee") and submits this stipulated settlement agreement for the approval of the Civil Service Commission of Guam ("Commission"). This agreement will resolve all issues before the Commission in the above captioned case.

The parties have agreed to the following terms to resolve the above captioned matter:

1. Employee shall be reinstated in the classified service at Step O-10;
2. Employee shall be transferred to the Port Authority of Guam in a position equivalent to the one he held at the time of the adverse action in this matter;

ORIGINAL

1 3. Employee shall receive back pay as calculated by the Department of Administration
2 from the date of his termination, April 26, 2022, until he is reinstated at the Port
3 Authority of Guam. The Port Authority shall notify the Department of Administration
4 the start date of the Employee;

5 4. Management will pay all back sums due to the Retirement Fund of Guam for the period
6 from April 26, 2022, to the Employee's start date at the Port Authority.
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8 Submitted this 3rd day of April, 2025.

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11 Leo Rustum J. Espia
12 Employee

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15 Nathan M. Tennyson, Esq.
16 Counsel for Management

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19 Robert Koss
20 Representative for Employee

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23 Charles Esteves, Administrator
24 Office of Civil Defense

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27 Esther J.C. Aguigui, Homeland Security Advisor
28 Homeland Security Agency

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31 Jon Junior Calvo, Chief of Staff
32 Office of the Governor

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34 

35 Rory J. Respicio, General Manager
36 Port of Guam

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39 James L. Canto II, Staff Attorney
40 Port of Guam