26-AA104

CIVIL SERVICE COMMISSION
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GOVERNMENT OF GUAM
I Gobietnon Guahan
Bell Tower, Suite 201
710 West Marine Corps Drive
Hagatna, Guam 96910
Tel: (671) 647-1855/1857 • Fax: (671) 647-1867
Website: csc.guam.gov

LOURDES A. LEON GUERRERO
Governor
JOSHUA F. TENORIO
Lieutenant Governor

DANIEL D. LEON GUERRERO
Executive Director

Employee Address and Contact Information / Disclosure Form:

This form requests information that is relevant and necessary to reach a decision in your Appeal. The Civil Service Commission collects this information in order to process Appeals or Complaints under its statutory and regulatory authority. An Appeal or Complaint is a voluntary action, you are not required to provide any personal information in connection with it. However, failure to supply the Civil Service Commission with all the information essential to reach a decision in your case could result in the rejection of your Appeal or Complaint.

Please be advised that your Appeal or Complaint is available to the public under the provisions of the Sunshine Reform Act of 1999. Information contained in your Appeal or Complaint file may be released as required by the Sunshine Reform Act of 1999. Additionally, information about your Appeal or Complaint will also be used in a depersonalized form in a database for program statistics.

Please print legibly below:

Employee Name:	NEDELEC, JAYSON HARTMANN
Position Title:	POLICE OFFICER I
Agency/Department:	GUAM POLICE DEPARTMENT
Home Phone:	N/A
Work Phone:	[redacted]
Cell Phone:	[redacted]
Home Address:	[redacted]
Mailing Address:	[redacted]
E-mail address:	[redacted]

CIVIL SERVICE COMMISSION RECEIVED NOV 04 2026 4:16 pm GOVERNMENT OF GUAM

DISCLOSURE OF INFORMATION: **Upon filing of any Appeal or Complaint, all documents submitted to the Civil Service Commission become public records/writing. The documents may be disclosed, inspected, or copied pursuant to the Sunshine Reform Act (5GCA, Chapter 10) or other applicable law(s). Personal information will not be made available to the public (i.e., SSN#, home address, etc.).**

I hereby agree and acknowledge that upon any changes of the above information, I will notify the Commission. Non-notification may result in my case being dismissed. Furthermore, I have read and understand the Disclosure of Information Statement above.

SIGNATURE & DATE OF EMPLOYEE	SIGNATURE & DATE OF REPRESENTATIVE
11-04-26	11-04-26 Robert Koss, GFT

COPY

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LOURDES A. LEON GUERRERO
Governor
JOSHUA F. TENORIO
Lieutenant Governor

DANIEL D. LEON GUERRERO
Executive Director

DATE: NOV 04, 2026

TO: Executive Director, Civil Service Commission

FROM: NEDELEC, JAYSON

SUBJECT: ☑ Letter of Appeal ☐ Letter of Complaint
(Must check only one (1) item. For multiple Appeals or Complaints please fill out additional forms.)

APPEAL: (Please check only one (1) box)
☑ **Adverse Action** ☐ **Grievance** ☐ **Equal Employment Opportunity**
☐ **Lay-Off "Bad Faith"** ☐ **Furlough "Bad Faith"** ☐ **Priority Placement "Bad Faith"**

COMPLAINT: (Please check only one (1) box)
☐ **Post Audit** ☐ **Notice of Personnel Action** ☐ **Lay-Off** ☐ **Furlough** ☐ **Priority Placement**
☐ **Public Protection Act, "AKA: Whistle Blower"** ☐ **Ethics in Procurement** ☐ **Political Activity, "AKA: Mini-Hatch"**

I, NEDELEC, JAYSON
(Print Full Name)

A ☐ Classified employee ☐ Unclassified Employee of GUAM POLICE DEPARTMENT in the position
(Agency or Department)

POLICE OFFICER I, alleges that the action is inappropriate for the following reasons:
(Your official job title)

ACTION IS UNWARRANTED, UNFAIR, PROCEDURALLY DEFECTIVE AND OVERLY HARSH.

11/04/26
Signature & Date

G.O. 86-15

GOVERNMENT OF GUAM
GUAM POLICE DEPARTMENT
NOTICE OF ADVERSE ACTION

IAS CASE NO. 26-067
SJD:

CIVIL SERVICE COMMISSION RECEIVED OCT 16 2026 GOVERNMENT OF GUAM

NAME OF EMPLOYEE: (First, Middle, Last)	RANK OR TITLE:
JAYSON H. NEDELEC	POLICE OFFICER I
BUREAU OR DIVISION:	DATE OF THIS ACTION:
PATROL OPERATIONS BUREAU	10-15-2026
LAST KNOWN ADDRESS	
RESIDENCE	

TYPE OF ACTION

[XX] Final Notice of Adverse Action

[] Notice of Proposed Adverse Action. This is a Notice of Proposed Adverse Action which may result in any of the following:

A. DISMISSAL (Temporary Intermittent, Provisional, Seasonal or Part Time)

Effective

There is no appeal from this action. Refer to Department of Administration.

B. DISMISSAL (From Permanent Appointment)

Effective

You may appeal this action in accordance with the procedures outlined on page 4.

C. SUSPENSION

Effective

You may appeal this action in accordance with the procedures outlined on page 4.

D. DEMOTION

Effective October 18 2026 demotion from IL 25 Step 3 (Police Officer I) to FL 25 Step 2 (Police Officer Trainee)

You may appeal this action in accordance with the procedures outlined on page 4.

CHIEF OF POLICE, ACTING	Signature	Date
FRED M. CHARGUALAF		10/12/26

Signature of Employee Being Served	Date	Time
JAYSON H. NEDELEC	10/15/26	1438 HRS

I hereby certify that the original copy of this notice was served on the subject employee on this 15th day of October, at [illegible]

[x] Served Personally	[ ] Copy left at last known address.	[ ] Certified Mail

Print name of person who served notice	Signature of person who served notice
Sgt. John F. Camacho	

G.O. 86-15

"REMARKS"

AUTHORIZED CAUSES FOR ADVERSE ACTION ARE LISTED BELOW. SELECT AND MARK APPROPRIATE BLOCK(S).

Section 11.303

[ ] a. Fraud in securing appointment;
[X] b. Refusal or failure to perform prescribed duties and responsibilities;
[ ] c. Insubordination;
[ ] d. Intoxication while on duty or the unauthorized possession, use of sale of alcohol on duty or while on government premises;
[ ] e. Unlawful use, possession, or sale of illicit drugs;
[ ] f. Unauthorized absence;
[ ] g. Conviction for a crime;
[ ] h. Discourteous treatment of the public or other employees;
[ ] i. Political activity prohibited by law;
[X] j. Misuse or theft of government property;
[ ] k. Refusal to take and subscribe to any oath or affirmation which is required by law in connection with employment;
[ ] l. Acts prohibited by Section 9102, 4 GCA relating to strikes against the government;
[ ] m. Acts of prohibited discrimination to include sexual harassment;
[ ] n. Failure to comply with the Drug-Free Workplace Program;
[X] o. Other misconduct not specifically listed;

G.O. 86-15

EMPLOYEE'S RIGHTS

[] Chapter 11.306, PR&R, EO96-24 Notice of Proposed Adverse Action

An employee against whom adverse action is sought is entitled to immediate written notice stating any and all reasons, specifically and in detail, for the proposed action. The written notice must make it clear that it concerns only proposed action and not a matter already decided. A copy of such action shall be filed by the department with the Department of Administration and CSC.

[] Chapter 11.307, PR&R, EO96-24 Employee's Answer

An employee is entitled to seek reconsideration of the proposed adverse action by answering any charges within ten (10) days after receipt of the notice; the answer may be made orally, in writing, or both. The department/agency head shall be available to meet with the employee at the designated date and time. The department/agency head may designate a committee to hear the employee's answer. The employee may be represented by a person of his choice. The department/agency head must consider the employee's answers to the charges in the proposed adverse action notice. If the employee fails to answer during the notice period, the employee's inaction shall be construed as an answer and the department/agency head may proceed with the adverse action upon expiration of the notice period.

[ ] Chapter 11.308, PR&R, EO96-24 Suspension During Notice Period

A. An employee against whom adverse action is proposed, must be retained in active-duty status during the notice period; however, in an emergency situation, an employee may be immediately suspended during the notice period, under the following conditions:

1. The continued presence of the employee may interfere with the efficient operation of the department/agency, or the health or safety of the employee or others.

2. Suspension is necessary to eliminate the possibility of deliberate damage to equipment, property or important documents.

3. The employee's absence without authorized leave prevents the issuance of notice of proposed adverse action and the department/agency's attempt to contact the employee was unsuccessful.

B. Suspension under this section is a separate adverse action and is appealable to the Commission within twenty (20) days of the effective date of the immediate suspension. A copy of the notice of immediate suspension shall be filed with the Civil Service Commission not later than the next working day following the effective date of the suspension.

C. If the Commission sustains the department's action in suspending the employee during the notice period, the number of days of suspension under this section shall be considered part of the final disciplinary penalty and in no case shall the final days of suspension be more than thirty (30) work days.

[x] Chapter 11.311, PR&R, EO96-24 Final Notice of Adverse Action

A. An employee is entitled to written notice of the department's decision within ten (10) days after receipt of the employee's answer to the charge(s). The decision shall be made by the department/agency head and shall be delivered to the employee at or before the time the action will be made effective.

The notice shall be in writing; be dated; state the specific facts found upon which such action is based; inform the employee of his right to appeal to the Commission; and, inform the employee of the time limit within which an appeal may be submitted as provided in Section CSC-100(c) of the Civil Service Commission Hearing Procedures for Adverse Action Appeals.

B. In the event the appointing authority cannot locate the employee, the Notice of Proposed Adverse

Action and/or Notice of Final Adverse Action shall be sent, certified mail, to the employee's last known address.

C. Copies of the final notice of adverse action shall be filed by the department with the Commission not later than the next work day following the effective date of the action. A copy of the final notice shall be filed with the Department of Administration.

CSC-100, PERSONNEL RULES & REGULATIONS, APPENDIX A, EO96-24

[X] A. Right to Appeal

1. Any person in the classified service holding a permanent appointment and who is subject to an adverse action by management, except one who is exempted by law from the jurisdiction of the Civil Service Commission, is entitled to appeal an adverse action to the Civil Service Commission. A person who has been appointed to a permanent position and who has satisfactorily completed his probationary period holds an appointment.

2. A contract employee occupying a permanent position in the classified service is entitled to appeal an adverse action to the Civil Service Commission during the term of his contract. Non-renewal of the contract by the government of Guam is not appealable.

[X] B. Contents of Appeal

An appeal shall be in writing and shall set forth the answer to the charges and the grounds for appeal. An appeal may be amended within 15 days after filing. A person who is the subject of an adverse action and who files an appeal on his own behalf or through a representative is the appellant.

[X] C. Time Limit for Filing Appeal

An appeal must be submitted within 20 calendar days from the effective date of the action.

[X] D. Rights in Pursuit of Appeal

An appellant shall:

1. Be assured freedom from restraint, interference, coercion, discrimination, or reprisal.

2. Have the right to be accompanied, represented, and advised by a representative.

3. Be assured a reasonable amount of official time to prepare his case if he is on duty status.

NOTE: CHAPTER 11.302d PR&R, EO96-24 DEFINITION OF DAY

Day means calendar days unless otherwise specified.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

This case pertains to a report of an OPERATING VEHICLES case initiated by the Office of the Chief of Police

I. FINDINGS

The facts and evidence set out in this Final Adverse Action (FAA) are as follows:

On Saturday, July 11, 2026, at approximately 7:48 a.m., Sergeant II Michael L. Elliott, Officer in Charge of the Internal Affairs Section, assigned Internal Affairs Section investigator POIII Randy A. Patague to investigate an Operating Vehicles report concerning a traffic crash involving a Guam Police Department vehicle operated by Dededo Precinct Command personnel identified as Police Officer I Jayson H. Nedelec (referred to hereinafter as POI Nedelec). This incident occurred on Saturday, July 11, 2026.

SGTII Elliott stated that POI Nedelec was involved in a traffic collision in the Yigo area during his tour of duty while operating his assigned marked patrol car with a motorcycle, resulting in fatal injuries to the motorcycle operator. Information indicated that the Guam Police Department Highway Patrol Division was at the scene investigating the fatal collision.

SGTII Elliott tasked Officers Patague and Berlyn A. Savella with reporting to the Internal Affairs Section in Tiyan and with drafting the administrative leave documents for POI Nedelec, who was being placed on administrative leave pending the investigation.

On Saturday, July 11, 2026, at 11:30 a.m., Officers Savella and Patague met with POI Nedelec at the Dededo Precinct Command in the presence of SGTI Jovits Rechulk. Officer Patague served POI Nedelec with the administrative leave documents, and POI Nedelec acknowledged them. Dededo Precinct Command superiors tasked SGTI Rechulk with confiscating POI Nedelec's Guam Police Department-issued property during the administrative leave process.

SGTII Elliott informed Officer Patague that POI Nedelec was subpoenaed to testify at a hearing or trial in a criminal case before the United States District Court for the District of Guam, scheduled for August 4, 2026, at 10:00 a.m.

On July 29, 2026, at 4:22 P.M., while at the Internal Affairs Section in Tiyan, Officer Savella was tasked with serving POI Nedelec with the Termination of Administrative

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

Leave document, thereby terminating POI Nedelec's administrative leave status and allowing POI Nedelec to comply with the subpoena.

Officer Patague reviewed a memorandum dated July 13, 2026, prepared by Sergeant I Ephraim A. Amaguin, referred to hereinafter as SGTI Amaguin, and summarized its contents.

SGTI Amaguin stated that he prepared the incident report justifying his decision to exceed the required 32 hours of post-accident testing for PO Nedelec. On July 11, 2026, at about 2:00 a.m., POI Nedelec was involved in an official crash that resulted in the death of a motorcycle operator, as referenced in case numbers 26-16870 (Crash) and 26-16874 (Traffic Investigation).

SGTI Amaguin stated that all investigative procedures were completed in accordance with General Order 97-09, Supervisor Duties and Responsibilities, including notifications to the Dededo Precinct Command Staff.

SGTI Amaguin stated that on July 11, 2026, at 9:30 p.m., Ms. Barbara Castro contacted him about a form he was required to complete for post-accident testing. SGTI Amaguin stated that he completed the form and emailed it to Ms. Castro the same evening at 2343.

SGTI Amaguin stated that while off duty on July 12, 2026, at 8:25 a.m., Ms. Castro contacted him and said she had sent an outdated form and would send an updated one. She asked SGTI Amaguin to complete the updated form and resubmit it via email.

SGTI Amaguin stated that he informed Ms. Castro that he was grocery shopping and would send the revised form as soon as possible. At 2:42 p.m., SGTI Amaguin sent the revised form to Ms. Castro, but by then the 32-hour time restriction had already expired.

Officer Patague reviewed a memorandum dated July 17, 2026, prepared by Lieutenant Anthony V. Chaco, referred to hereinafter as LT Chaco, and summarized its contents.
LT Chaco stated he was submitting a cover sheet for a memorandum from SGTI Amaguin detailing the post-accident testing procedures conducted by POI Nedelec following a fatal crash involving the Guam Police Department official vehicle 25-123 (GLP 7992) on Route 1 near American Grocery in Yigo on July 11, 2006, at approximately 2:00 a.m.

LT Chaco provided details on the post-accident documentation in chronological order. LT Chaco detailed the following:

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

On July 11, 2026, at approximately 9:30 p.m., Ms. Barbara Castro from the GPD Services Bureau Human Resources Section contacted SGT Amaguin approximately nineteen and a half hours later. She stated that a post-accident testing form needed to be completed and submitted to the Department of Administration and provided the form.

LT Chaco stated that on July 11, 2026, at 11:43 a.m., SGTI Amaguin completed the post-accident testing documents and returned them to Ms. Castro via email. On July 12, 2026, at 8:25 a.m., Ms. Castro contacted SGTI Amaguin and informed him that the initial form she had sent was outdated.

LT Chaco stated that Ms. Castro had emailed the updated form. SGTI Amaguin advised Ms. Castro that he was currently off duty, grocery shopping for his family, but would complete the updated form as soon as possible. At 2:32 p.m. on July 12, 2026, SGTI Amaguin submitted the updated form.

LT Chaco stated that it was later determined that the mandatory thirty-two (32)-hour testing window expired at 10:00 a.m. on July 12, 2026, before the submission of the updated form.

Officer Patague reviewed a memorandum dated July 17, 2026, prepared by Lieutenant Anthony V. Chaco, referred to hereinafter as LT Chaco, and summarized its contents.

LT Chaco stated that he was submitting a cover sheet to transmit a memorandum from SGTI Amaguin regarding a fatal crash involving POI Nedelec and the Guam Police Department official vehicle 25-123 (GLP#7992).

LT Chaco stated that POI Nedelec was dispatched in response to a report of an intoxicated and disorderly male at Summer Homes in Yigo. Shortly thereafter, POI Nedelec requested a medic unit near the American Grocery via police radio. POI Nedelec's voice was noted to be distressed, and he reported that he had been struck by a motorcycle.

LT Chaco stated that SGTI Amaguin responded to the scene and observed POI Nedelec's patrol car in the outer northbound lane of Route 1 in Yigo, and the motorcycle operator lying motionless on the ground, face up, with his helmet still strapped on, near the front of the driver's side of official vehicle 25-123.

LT Chaco reported that the motorcycle operator appeared to have sustained head injuries, with a significant amount of blood surrounding him. The operator was later identified through his Guam Driver's License as Ruben Fredrick Rausch. Medic 10 arrived

at the scene and transported Mr. Rausch to the Guam Memorial Hospital, where he was pronounced deceased.

Officer Patague reviewed a memorandum dated July 13, 2026, prepared by Sergeant I Ephraim A. Amaguin, referred to hereinafter as SGTI Amaguin, and summarized its contents.

SGTI Amaguin stated on July 11, 2026, at 2:00 a.m. that he had dispatched POI Nedelec to a drunk and disorderly male at the Summer Homes in Yigo. Minutes later, while responding, POI Nedelec contacted police dispatch in a distressed tone and requested a medic unit near the American Grocery Store in Yigo, explaining that he had been struck by a motorcycle.

SGTI Amaguin stated he responded immediately upon arrival. He noted that POI Nedelec's assigned official vehicle (C123) was partially in the outer northbound lane of Route 1 across American Grocery in Yigo. SGTI Amaguin further noted that the motorcycle rider was lying face up, helmet still strapped, by the front driver's side of the official vehicle, with fresh blood around the rider.

SGTI Amaguin reported that the motorcycle rider was motionless and appeared to have sustained severe head injuries. The individual was identified as Ruben Fredrick Rausch using his Guam Driver's License. The motorcycle was on its left side in the outer lane of Route 1.

SGTI Amaguin reported that POI Nedelec appeared distraught but unharmed. Medic 10 arrived on scene and conducted an assessment, while SGTI Amaguin assigned his personnel to secure the scene and direct traffic. SGTI Amaguin referenced two case numbers (26-16870 (Crash) and 26-16874 (Traffic Investigation)) for details of the fatal crash.

SGTI Amaguin contacted police dispatch to activate the on-duty Guam Police Department Crime Scene Investigator and Highway Patrol Division investigators. It was noted that Mr. Rausch was transported from the scene to the Guam Memorial Hospital after sustaining catastrophic head trauma.

Officer Patague reviewed a memorandum dated July 13, 2026, prepared by Police Officer III Anthony JQ Fejeran, referred to hereinafter as POIII Fejeran, and summarized its contents.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

POIII Fejeran stated that on Saturday, July 11, 2026, at approximately 2:12 a.m., Highway Patrol investigators were activated by SGTI Eric MQ Mondia in response to a fatal crash on Route 1, across from American Grocery in Yigo, involving a Guam Police Department official vehicle and a motorcycle.

POIII Fejeran stated that Guam Fire Department Medic 10 responded to the crash; however, the motorcycle operator had succumbed to his injuries and was transported to the Guam Memorial Hospital.

POIII Fejeran provided a summary of the preliminary investigation. Vehicle 1 was described as a 2025 black Dodge Durango with Guam license plate 7992 (a GPD official vehicle). Vehicle 2 was described as a 2021 blue Kawasaki Ninja ZX6R 636 ABS with Guam license plate M6048.

POIII Fejeran synopsis: Unit 2 was traveling northbound in the outer lane of Route 1 near American Grocery in Yigo. Unit 1 was traveling westbound on the gravel roadway opposite American Grocery. As Unit 1 attempted to turn left onto Route 1, Unit 2 struck Unit 1.

POIII Fejeran noted minor damage to Vehicle 1's front left bumper and a partially detached fender flare. The vehicle remained operable. He estimated the damage at One Thousand Dollars ($1,000.00).

POIII Fejeran noted the following damage to Vehicle 2: a cracked headlight, a broken right handlebar, scratches on the right side of the body, rear-end damage, a cracked taillight, and a scuffed taillight support bracket. The vehicle was inoperable. POIII Fejeran estimated the damage to be One Thousand Dollars ($1,000.00).

POIII Fejeran stated that Vehicles 1 and 2 were impounded, towed from the scene, and secured at the Forensic Science Division.

POIII Fejeran provided a list of notable factors observed during the preliminary investigation. The factors are:

There were no streetlights or other lighting on any structures along the northbound lanes of Route 1 near the crash. There were streetlights along the southbound lanes of Route 1; however, they did not provide sufficient illumination for the northbound lanes.

From Vehicle 1's position, there were no visual obstructions to the roadway. No obstacles were found on the roadway that would hinder either vehicle's operation.

POIII Fejeran stated that, according to the operator of Vehicle 1, he did not see any vehicles or headlights before entering the roadway. There were gouge marks fifty-six (56) feet from Vehicle 1's position that later matched the motorcycle's rear taillight metal bracket.

The metal bracket would contact the gouge mark only if the motorcycle were at the 12 o'clock position, with the motorcycle's front end pointing directly upward. This position would indicate a wheelie, in which the operator continues to ride the motorcycle while balancing on the rear wheel.

The bottom side of the motorcycle was black and dark-toned, which would not be visible without lighting if the motorcycle was in the 12 o'clock position. There were visible scrape marks approximately forty-two (420 feet after the gouge marks, approximately fifteen (15) feet long, indicating that the motorcycle fell to its side before colliding with Vehicle 1 and coming to rest approximately ten (10) feet away on the inner northbound lane from Vehicle 1.

The motorcycle operator was wearing a helmet; however, no reflective clothing or accessories were visible. A viral video circulated on social media after the incident, suggesting that Vehicle 1's headlights were possibly off at the time of the collision. However, the lights were on when GPD units arrived at the scene.

In the viral video and upon arrival at the scene, the motorcycle's lights were visible and on. A speed calculation, based on information gathered from the scene, determined that Vehicle 1 was traveling at four (4) miles per hour and Vehicle 2 was traveling forty (40) miles per hour before the collision. The posted speed limit in the area of the incident was thirty-five (35) miles per hour; therefore, the motorcycle was traveling five (5) miles per hour over the posted speed limit.

Crime Scene Investigators POIII M. F. Tenorio and A. G. Manlulu processed the scene and vehicles. Drone mapping was completed.

POIII Fejeran indicated that Vehicle 1 violated exiting from a private drive/road, failing to yield the right of way, and using headlights 1 hour after sunset until sunrise. Vehicle 2 violated speeding (posted zone: 35 mph), imprudent driving, and reckless driving.

POIII Fejeran recommended that the case remain open pending further investigation into Mr. Rausch's pre-trip operation and medical reports.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

Officer Patague reviewed the case files for the traffic crash referenced by Guam Police Department Case numbers: 2026-16874 and 2026-16870 and summarized the following.

POIII Fejeran stated that on Saturday, July 11, 2026, at approximately 2:12 a.m., Highway Patrol investigators were activated by SGTI Eric MQ Mondia in response to a fatal crash on Route 1, across from American Grocery in Yigo, involving a Guam Police Department official vehicle and a motorcycle.

POIII Fejeran stated that Guam Fire Department Medic 10 responded to the crash; however, the motorcycle operator had succumbed to his injuries and was transported to the Guam Memorial Hospital.

POIII Fejeran provided a summary of the preliminary investigation. Vehicle 1 was described as a 2025 black Dodge Durango with Guam license plate 7992 (a GPD official vehicle). Vehicle 2 was described as a 2021 blue Kawasaki Ninja ZX6R 636 ABS with Guam license plate M6048.

POIII Fejeran synopsis: Unit 2 was traveling northbound in the outer lane of Route 1 near American Grocery in Yigo. Unit 1 was traveling westbound on the gravel roadway opposite American Grocery. As Unit 1 attempted to turn left onto Route 1, Unit 2 collided with Unit 1.
POIII Fejeran noted minor damage to Vehicle 1's front left bumper and a partially detached fender flare; the vehicle was still operable. He estimated the damages at One Thousand Dollars ($1,000.00).

POIII Fejeran noted the following damages to Vehicle 2: a cracked headlight, a broken right handlebar, scratches on the right side of the body, rear-end damage, a cracked taillight, and a scuffed taillight support bracket. The vehicle was inoperable. POIII Fejeran estimated the damage at One Thousand Dollars ($1,000.00).

POIII Fejeran stated that Vehicles 1 and 2 were impounded, towed from the scene, and secured at the Forensic Science Division.

POIII Fejeran provided a list of notable factors observed during the preliminary investigation. The factors are as follows:

There were no street lights or lighting on any structures along the northbound lanes of Route 1 near the crash. There were streetlights along the southbound lanes of Route 1; however, they did not provide sufficient illumination for the northbound lanes.

From Vehicle 1's position, there were no visual obstructions to the roadway. No obstacles were found on the roadway that would hinder either vehicle's operation.

POIII Fejeran stated that, according to the operator of Vehicle 1, he did not see any vehicles or headlights before entering the roadway. There were gouge marks fifty-six (56) feet from Vehicle 1's position, which later matched the motorcycle's rear taillight metal bracket.

The metal bracket would contact the gouge mark only if the motorcycle were at the 12 o'clock position, which would point the motorcycle's front end directly upward. This position would indicate a wheelie, in which the operator continues to ride the motorcycle while balancing on the rear wheel.

The bottom side of the motorcycle was black and dark-toned, which would not be visible without lighting if the motorcycle was in the 12 o'clock position. There were visible scrape marks approximately forty-two (42) feet after the gouge marks, approximately fifteen (15) feet long, indicating that the motorcycle fell to its side before colliding with Vehicle 1 and coming to rest approximately ten (10) feet away on the inner northbound lane from Vehicle 1.
The motorcycle operator was wearing a helmet; however, no reflective clothing or accessories were visible. A viral video circulated on social media after the incident, suggesting Vehicle 1's headlights may have been off at the time of the collision; however, the lights were on when GPD units arrived at the scene.

In the viral video and upon arrival, the motorcycle lights were visible and on. A speed calculation, based on information gathered from the scene, determined that Vehicle 1 was traveling at four (4) miles per hour and Vehicle 2 was traveling forty (40) miles per hour before the collision. The posted speed limit in the area of the incident was thirty-five (35) miles per hour; therefore, the motorcycle was traveling five (5) miles per hour over the posted speed limit.

Crime Scene Investigators POIII M. F. Tenorio and A. G. Manlulu processed the scene and vehicles. Drone mapping was completed.

POIII Fejeran indicated that Vehicle 1 violated exiting from a private drive/road, failing to yield the right of way, and using headlights 1 hour after sunset before sunrise. Vehicle 2 violated speeding (posted zone: 35 mph), imprudent driving, and reckless driving

POIII Fejeran, along with a Highway Patrol Division investigator, thoroughly investigated the fatal traffic crash. They conducted a scene check, had it photographed by a crime

scene investigator, noted and measured the scene with a mapping instrument, and obtained an aerial visual of the scene for in-depth documentation.

Highway Patrol Division personnel marked the scene, noting the final resting place of the vehicles involved in the fatal crash and marking all gouge marks noted in the preliminary assessment.

Both vehicles were thoroughly checked at the scene, then seized as evidence and towed to the Forensic Science Division for a more in-depth inspection. Highway Patrol Division personnel conducted a vehicle check on both vehicles at the FSD, which was documented.

The scene of the fatal crash was processed by a crime scene investigator during the day and at night, with photos taken in both daylight and darkness. The Highway Patrol Investigator aggressively canvassed the residence and business area, starting at Route 1 Mobil Gas Station in Dededo and traveling north toward the scene.

They did not find any residents or businesses that could provide details about the crash because most of the surveillance cameras were down due to past storms and were located only within their compounds.

A driving history check was conducted for POI Nedelec, who was previously found guilty of the following violations: Speeding (October 15, 2009), Imprudent Driving (October 15, 2010), and Disobeying a Traffic Red Light (September 24, 2012).

A driving history check on Reuben Rausch showed a pending speeding violation (March 26, 2026).

POII Julian L. Laxamana conducted the speed analysis after applying several traffic crash formulas using evidential measurements from the scene, guided by the Institute of Police Technology and Management Equations Manual for Traffic Reconstructionist to calculate the speeds of the motorcycle and patrol vehicle.

POII Laxamana indicated that patrol vehicle speed analysis used a measured travel distance of 5.33 feet in the area of impact (AOI) and an average travel time of 0.76 seconds, yielding a calculated patrol vehicle speed of nine (9) miles per hour. This speed suggests the vehicle was moving slowly, consistent with a cautious entry onto the roadway.

POII Laxamana indicated that the motorcycle speed analysis was a speed calculation to evaluate the motorcycle's movement during the collision sequence. Based on available physical evidence, the motorcycle was traveling at an estimated forty (40) miles per hour before the operator lost control (wheelie). Subsequently, the motorcycle became airborne.

At the start of this phase, the calculated speed was approximately thirty-one (31) miles per hour (airborne speed). After traveling through the air, the motorcycle landed on the outer lane and began sliding toward the area of impact for fifteen (15) feet at a speed of nineteen (19) miles per hour. As the motorcycle continued across the roadway, energy was dissipated through friction with the roadway, including contact and sliding friction, and through collision before it came to rest.

According to Lieutenant Gamboa, the case is currently open pending the toxicology report and POI Nedelec's drug test results. However, overall, the case is complete and has been forwarded to the Office of the Attorney General for a possible indictment.

On August 3, 2026, at 10:34 a.m., while in the Training and Staff classroom in Tiyan, POIII T. M. Benavente advised Nedelec of his Rights, via the Guam Police Department's Custodial Interrogation Rights Form. POI Nedelec acknowledged and waived by signing.

Prior to Nedelec's interview, a prepared interview questionnaire was utilized for the interview. The questionnaire form was prepared by POIII J.L. Laxamana.

On August 3, 2026, at 10:36 a.m., POII Benavente interviewed POI Nedelec using the questionnaire, Nedelec stated the following:

Background information.

1. What shift are you on? Nedelec: Night shift.
Are you on the night shift? Nedelec: Yes.
2. Are you on regular duty or working overtime? Nedelec: Regular duty.
3. How long have you been employed with the Guam Police Department? Nedelec: About 3 years.
4. What was your assigned beat area? Nedelec: A2 from Rt.1 to Wusstig and parts of RT. 9
5. What time did your shift start and end? Nedelec: 1800 to 0600.
6. How long have you been assigned to the night shift? Nedelec: 1 year on night shift to include the typhoon assignment.
7. Were you tired that night, the night of the crash? How much sleep did you have? Nedelec: No day off/no sleep.

II. Events Before the Collision.

6. Describe your assignment immediately before the collision. What were you doing? Nedelec: Heard a radio transmission from Police Dispatch of a disturbance of a drunk person, thought it was in Summer Town, it was in Summer House Rt. 9 Area.
7. How many vehicles did you pull over on Rt. 1 that night? Nedelec: 2 vehicles.
8. What time did you start doing traffic enforcement, and how many citations did you issue to violators or verbal warnings? Nedelec: 2 verbal warnings.
9. What time did you stop traffic enforcement? Nedelec: 12 am to 1 am.
10. Describe the traffic condition? Nedelec: Medium traffic flow.
11. Approximately what time did you arrive at the gravel roadway and why did you go there? Nedelec: Before 2 am, I was there to look for racing and speeding vehicles.
12. Describe the weather and lighting conditions. Nedelec: Dark/Cloudy/Roadway condition was dry.
13. Where did you park your patrol vehicle and how did you position it? Nedelec: Facing Rt.1, directly across American Grocery.
14. Did you turn off your lights? Nedelec: Does not remember.
15. How long did you park there? Nedelec: About 20 to 30 minutes.
16. Did you take a nap, and is your radio on? Nedelec: Did not take a nap/radio was on. I was browsing my phone to listen to music and the Internet.
17. Did you notify the DPC deskwatch before parking there? Nedelec: No.
18. Was it a busy night, and did you respond to any calls? Nedelec: yes, a drunk call.
19. Were there any obstructions affecting your view of RT. 1? Nedelec: No

III. Entering Rt. 1.

16. When you heard a call on the radio, what did you do? Nedelec: Acknowledge the calls.
17. Did your Bravo or DPC dispatch you to the call? Explain. Nedelec: Yes, drunk call.
18. Before driving, did you turn on your lights? Nedelec: Yes.
19. When responding, did you accelerate faster, moderately, or slowly from the parking position? Nedelec: No.

20. Describe each action you took before entering Rt. 1, explain? Nedelec: Looked left/right no vehicles. As I was inching out, I noticed a bike flipping towards my patrol vehicle, I turned away covering my face and braced for impact.

21. Did you stop completely before entering Rt. 1, or was your vehicle in motion while looking to the left and to the right? Nedelec: was at a stopped position while checking left or right prior to moving my vehicle.

22. Did you look to the left, to the right, and then left again? What did you see? If any vehicles are traveling southbound at the time, please explain. Nedelec: yes.
23. Did you see the motorcycle traveling towards you before entering the outer lane? Where was your vehicle when you saw it? Are you on the shoulder or partially on the outer lane? Nedelec: Partially on the outer lane, did not see anything on the outer lane.

24. If yes please explain?
- Where was the motorcycle? Nedelec: About 10 to 15 Ft. away.
- What was your estimate of its speed? Nedelec: I believe the bike was traveling at a high rate of speed.
- Were the motorcycle's lights on, and did you hear the engine? Were your window's closed (up or down)? Is your music on, or are you using a cellphone? Nedelec: Windows was up, did not see the lights from the bike when I saw the bike was already flipping toward my direction.
- Why do you believe you did not observe it or hear it coming? Nedelec: Like I said, when I saw the bike it was already flipping toward my direction and I didn't see its headlight.

IV. Collision Sequence

23. Describe what occurred immediately after the collision. Nedelec: I noted the bike on the roadway, did not see the operator until I stepped out and noted the operator next to the left front corner of my vehicle.
24. Approximately how far had your patrol vehicle entered the roadway? Nedelec: About 2 to 3 feet to include front bumper and tire.
25. Were you accelerating, braking, or stopped when you entered Rt. 1? Nedelec: I stopped, then noted the bike.
26. When did you first realize a collision was imminent? Nedelec: I did not know until the collision occurred.
27. What actions did you take to avoid the collision, if any? Nedelec: I was in shock at the time. My vehicle was at a stop.
28. Describe the motorcycle movement. Nedelec: I noted the bike on one wheel and was flipping.

29. Did you observe the motorcycle's front wheel (wheelie)? What direction was the motorcycle's light when you saw it? Nedelec: I did not see the motorcycle's light.
30. Did you see the motorcycle sliding? No.

31. Did you observe the rider being separated from or being ejected from the motorcycle? How did he land on the ground, his head or his body? Nedelec: I did not see the operator, I only saw the bike was flipping and braced for impact. When I stepped out of my car I saw the operator by my vehicle.

32. Where did the motorcycle strike your patrol vehicle? Nedelec: Couldn't tell if it was the operator or the bike, did not see the collision.
33. Where did the rider come to rest, and what was his position? Nedelec: Front tire feet parallel to my patrol vehicle.
34. Did the rider hit your patrol vehicle? What portion did he hit the patrol car? Did the motorcycle hit the patrol car first, or the rider hit the patrol car first? Explain? Nedelec: Not sure I did not observe it.

35. Describe the motorcycle's approach.
36. Did it remain in its lane? Nedelec: Not sure what happened too fast.
37. Did you observe braking? Nedelec: No.
38. Did you hear engine acceleration? Nedelec: No.
39. Did you observe loss of control? Nedelec: Yes.
40. Describe anything you observed about the rider's actions. Nedelec: I don't know.
41. Are you injured? Nedelec: No.

VII. Immediately After the Collision
46. What was the first thing you did after the collision? Nedelec: Render aid to the operator and contact my Bravo to report the accident.
47. Did you check on the rider? Nedelec: Yes.
48. Did you request EMS? Nedelec: Requested for EMS, and notified Bravo.
49. Did you notify dispatch? Nedelec: Yes.
50. Did you preserve the scene? Nedelec: Yes.
51. Did you move your patrol vehicle? Nedelec: No.
52. Did anyone speak with you immediately afterward? Nedelec: Bravo/Sgt. Amaguin.

VIII. Evidence

53. Did you observe tire marks? Nedelec: No.
54. Did you observe gouge marks? Nedelec: No
55. Did you observe debris? Nedelec: Yes.
56. Did you notice any fluid leaks from any vehicle? Nedelec: Don't remember.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

On Thursday, September 3, 2026, at 2:00 P.M., at the Internal Affairs Section, Tiyan Officer Patague met with POI Nedelec and advised him of the Guam Police Department Internal Affairs Advice and Recognition of Rights, which he acknowledged and signed.

Officer Patague interviewed POI Nedelec, who conveyed the following:
POI Nedelec stated that on July 11, 2026, at approximately 2:00 a.m., he positioned his patrol vehicle on the shoulder of Route 1 Yigo, across from American Grocery in Yigo, facing the roadway, with his left side facing south and his right-side facing north. He was the sole officer at the location.

POI Nedelec stated that he overheard a radio transmission about a disturbance and was tasked by the SGTI Amaguin shift supervisor to respond to the call. POI Nedelec stated that he acknowledged and responded. He looked left and right, noted that there were no vehicles, and slowly "crept" out by moving his patrol vehicle from the shoulder onto the roadway.

POI Nedelec stated that he looked to the left again and suddenly observed the front of a motorcycle, which he stated was tumbling and flipping toward him. POI Nedelec immediately braced, turned his body away from the oncoming motorcycle, and covered up by putting his left arm up to shield his body and face.

POI Nedelec stated that he suddenly heard an impact but could not determine what kind of sound it was because it happened so fast. According to POI Nedelec, he looked around and noted a motorcycle on the roadway but did not locate the operator.

POI Nedelec stated that when he exited his patrol vehicle, he observed the operator on the ground by the left front bumper of his patrol vehicle. POI Nedelec stated that he rendered aid, contacted his supervisor to inform him of the situation, and then contacted dispatch to request a medic.

POI Nedelec stated that he was well rested when he assumed duty. POI Nedelec stated that he did not consume an intoxicating beverage or any illicit substance during his tour of duty and added that he does not do illegal drugs.

On Friday, September 12, 2026, at approximately 8:52 a.m., SGTII M. L. Elliott informed Officer Patague that POI Nedelec's traffic crash investigation had been addressed and forwarded to the Office of the Attorney General to request a possible indictment.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

On Monday, September 21, 2026 POI Nedelec met with the Acting Chief of Police Joseph Carbullido at the Office of the Chief of Police at Building 13-16A Mariner Avenue, Tiyan Barrigada.

POI Nedelec started off by apologizing that he was wearing his Class B uniform without his badge, whereas he mentioned that his badge and issued firearm were confiscated from him when he was on suspension.POI Nedelec stated that he loves his job with the Guam Police Department and that his employment with the Department is his "bread and butter".

POI Nedelec stated that on July 11, 2026 he parked by the shoulder of the road by American Grocery in Yigo. While there he received a call from his supervisor Sgt. I E.A. Amaguin instructing him to respond to a call.

POI Nedelec stated that on the aforementioned date (July 11, 2026) he looked left and right before entering onto route 1 and as he entered the roadway he immediately saw a motorcycle (MC) to his left.

POI Nedelec described the MC as tumbling and flipping prior to the collision with his vehicle. Upon seeing this POI Nedelec stated that he had no recourse but to brace for impact.

Upon the impact, POI Nedelec stated that it happened so quickly and that "It was the first for me" and described that situation as "Very shocking". Upon coming to a realization that there was a collision he stated that he exited his vehicle to render aide to the operator of the MC.

POI Nedelec apologized that his actions shed a bad light on the Department and stated that "If I did see it, I would have stopped".

POI Nedelec stated that "I was lost" as he described his time being suspended for the incident. He expounded that his employment is vital to the Department, because he not only serves as a Law Enforcement Officer but also as a liaison to the people of his Micronesian community. He concluded by thanking the Acting Chief for meeting with him.

On October 1, 2026, Acting Chief Joseph Carbullido made the decision to demote POI Nedelec from the rank of Police Officer I to Police Officer Trainee. He designated Major Paul V. Sayama to sign on his behalf.

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

Based on the attached facts and exhibits, the report of Operating Vehicles against POI Nedelec is SUSTAINED. This investigative body determined that POI Nedelec violated the following:

General Order No. 99-01 - Department Rules and Regulations

1. Section III. VIOLATION OF RULES

Employees shall not commit any acts or omit any acts which constitute a violation of any of the rules, regulations, directives or orders of the Department, whether stated in this General Order or elsewhere.

On Saturday, July 11, 2026, POI Nedelec, while on duty and operating a Guam Police Department patrol vehicle 25-123, was involved in a fatal crash with a motorcycle on Route 1 near the American Grocery in Yigo. POI Nedelec allegedly failed to yield the right of way to the motorcycle and did not have his patrol vehicle headlights turned on, which was determined to be a contributing factor. Additionally, his conduct while on duty failed to reflect positively on the Department, thereby disreputably affecting its reputation, discrediting him as a member of the Department, and impairing the Department's operations or effectiveness.

2. Section IV. UNBECOMING CONDUCT

Employees shall conduct themselves at all times, both on or off duty, in such a manner as to reflect most favorable on the Department. Unbecoming Conduct shall include that which brings the Department into disrepute or reflects discredit upon the employee as a member of the Department, or that which impairs the operation or efficiency of the Department or employee.

A member shall not become involved in any arrest, apprehension, investigation, or other matter in which a close relative is involved, as so doing tends to bring the department into disrepute and reflects discredit upon the member and the department.

It is necessary to insure that the member is not placed/or placed himself/herself into a compromising situation. He/she should report all incidents to the police department for investigation, and the attendant subsequent arrest of the relative.

On Saturday, July 11, 2026, POI Nedelec, while on duty and operating a Guam Police Department patrol vehicle 25-123, was involved in a fatal crash with a motorcycle on Route 1 near the American Grocery in Yigo. POI Nedelec allegedly failed to yield the right of way to the motorcycle and did not have his patrol vehicle headlights turned on, which was determined to be a contributing factor. Additionally, his conduct while on duty failed to reflect positively on the Department, thereby disreputably affecting its reputation, discrediting him as a member of the Department, and impairing the Department's operations or effectiveness.

3. Section XIII. **UNSATISFACTORY PERFORMANCE**

Employees shall maintain sufficient competency to properly perform their duties and assume the responsibilities of their positions. Employees shall perform their duties in a manner which will maintain the highest standard of efficiency in carrying out the functions and objectives of the Department. Unsatisfactory Performance may be demonstrated by a lack of knowledge of the application of laws required to be enforced; and unwillingness or inability to perform assigned tasks; the failure to conform to work standards established for the employee's rank, grade or position; the failure to take appropriate action on the occasion of a crime, disorder, or other condition deserving employee attention; or absence without leave. In addition to other indicia or unsatisfactory performance, the following will be considered prima facie evidence of unsatisfactory performance; repeated poor evaluations or a written record of repeated infractions of rules, regulations, directives or orders of the Department.

On Saturday, July 11, 2026, during his shift, POI Nedelec was operating a Guam Police Department patrol vehicle, 25-123, when he reportedly was involved in a fatal auto-motorcycle crash on Route 1 near the American Grocery in Yigo. POI Nedelec is alleged to have violated multiple traffic laws under Title 16 of the Guam Code Annotated. Additionally, he lacked the competence to perform his duties properly and failed to carry out his responsibilities in a manner that upheld the department's standards of efficiency.

4. Section XLIII. **OPERATING VEHICLES**

Employees shall operate official vehicles in a careful and prudent manner and shall obey all laws and Departmental orders pertaining to such operation. Loss of suspension of any driving license shall be reported to the Chief of Police immediately.

On Saturday, July 11, 2026, POI Nedelec, while operating a Guam Police Department patrol car 25-123 during his tour of duty, is alleged to have been involved in a fatal auto-motorcycle crash on Route 1 by

the American Grocery in Yigo after he allegedly failed to yield the right of way to a motorcycle when he entered the motorcycle's lane of travel.

5. Subsection 3327, Private Road or Driveway: GUAM CODE ANNOTATED TITLE 16

Vehicles entering or crossing a highway from a private road, alley, or driveway must yield right-of-way to all approaching highway vehicles.

On Saturday, July 11, 2026, POI Nedelec, while operating a Guam Police Department patrol car 25-123 during his tour of duty, is alleged to have been involved in a fatal auto-motorcycle crash on Route 1 by the American Grocery in Yigo after he failed to yield the right of way to a motorcycle when he entered the motorcycle's lane of travel.

6. Subsection 3342, Lights: GUAM CODE ANNOTATED TITLE 16

(a) Whenever a motor vehicle is being operated on a highway or shoulder adjacent thereto during the period from one (1) hour after sunset to one (1) hour before sunrise, and at any other time when there is not sufficient light to render persons and vehicles clearly discernable on the highway at a distance of at least five hundred (500) feet ahead, the operator of such vehicle shall use a distribution of light or composite beam directed high enough and of sufficient intensity to reveal persons and vehicles at a safe distance in advance of the vehicle, subject to the requirements and limitations hereinafter stated.

On Saturday, July 11, 2026, POI Nedelec, while operating a Guam Police Department patrol car 25-123 during his tour of duty, is alleged to have been involved in a fatal auto-motorcycle crash on Route 1 by the American Grocery in Yigo after he failed to yield the right of way to a motorcycle when he entered the motorcycle's lane of travel. It was determined that POI Nedelec did not turn on the lights of his official vehicle at the time of the crash.

7. Subsection 11.303 AUTHORIZED CAUSES FOR ADVERSE ACTIONS

B. Refusal or failure to perform prescribed duties and responsibilities;

J. Misuse or theft of government property;

O. Other misconduct not specifically listed;

NOTICE OF FINAL ADVERSE ACTION
POI JAYSON H. NEDELEC
RE: IAS CASE 26-067

II. NOTICE

Your job is critical to the mission of this department and you must remain focused, professional and above reproach at all times, as doing otherwise will not be tolerated. It is not only the violations of our general orders but also the violations of law that degrade the public's trust and confidence in us to discharge our public service. We must maintain the highest ethical and professional standards whether on or off duty in order to properly and effectively carry out the mission of the Guam Police Department and maintain the public's trust and confidence in us to serve them.

Therefore, based on your violations of the aforementioned general orders, to include your acceptance of responsibility for your actions, I must determine the appropriate disciplinary remedy.

After my careful review of the facts and evidence collected in this investigation to include your answering and confessions before me, it is my decision that you shall be demoted from the rank of Police Officer I at IL 25 Step 3 to Police Officer Trainee at FL 25 Step 2.

Please be advised that you have Twenty (20) Days in which to appeal this Final Adverse Action to the Civil Service Commission.