



PORT OF GUAM
ATURIDAT I PUETTON GUAHAN
Jose D. Leon Guerrero Commercial Port
1026 Cabras Highway, Suite 201, Piti, Guam 96915
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Lourdes A. Leon Guerrero
Governor of Guam
Joshua F. Tenorio
Lieutenant Governor

REGULAR MEETING OF THE BOARD OF DIRECTORS

Jose D. Leon Guerrero Commercial Port

Thursday, January 23, 2025

Virtual Board Meeting

3:00 p.m.

A G E N D A

- I. CALL TO ORDER
- II. APPROVAL OF MINUTES
 1. December 20, 2024 – Regular Board Meeting
- III. PUBLIC COMMENTS:
 - a. Public Comments
 - b. Employee Comments
 - c. PAGGMA Association
- IV. GENERAL MANAGER'S REPORT
- V. OLD BUSINESS
 1. Abolishment of the Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III positions under Port Authority of Guam's classification and compensation plan. (*motion to approve the transparency and disclosure processes as outlined in Section 6303.1 of Title 4, GCA and Rule 4.200 of the Port's Personnel Rules and Regulations.*)
- VI. NEW BUSINESS
 1. Adoption of Board Resolution No. 2025-01 relative to memorializing efforts to enhance revenue since 2019 and implementing a methodology to secure continued revenue sustainability for the Jose D. Leon Guerrero Commercial Port.
 2. Adoption of Board Resolution No. 2025-02 relative to establishing provisions for the continuation of FY2025 budget allocations and budget ceiling adjustments for FY2026 and FY2027, if necessary, to ensure operational continuity, and authorizing the General Manager to temporarily exercise board powers to maintain operational capacity in the event of quorum issues due to the 38th Guam Legislature's failure to confirm Governor Lou Leon Guerrero's nominees, resulting in an insufficient constitution of the Jose D. Leon Guerrero Commercial Port board members.
 3. Relative to the adoption of Board Resolution No. 2025-03 in order to comply with Public Law 30-19: Authorization requiring Board approval to lease rates for the Jose D. Leon Guerrero Commercial Port.

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AGENDA

4. Adoption of Board Resolution No. 2025-04 relative to memorializing the General Manager's execution of a lease agreement between the Jose D. Leon Guerrero Commercial Port and Black Construction Corporation to support the Glass Breakwater repair project, a critical infrastructure project to ensure operational continuity for both the Navy and the Port of Guam.
5. Adoption of Board Resolution No. 2025-05 relative to approving the abolishment of the Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III positions under Port Authority of Guam's classification and compensation plan as authorized under Title 4, GCA, Section 6303.1 and Rule 4.200 of the Port's Personnel Rules and Regulations.
6. Adoption of Board Resolution No. 2025-06 relative to opening a General Reserve TDOA savings account.
7. Adoption of Board Resolution No. 2025-07 relative to opening a Crane Reserve TDOA savings account.

VII. ADJOURNMENT



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**MINUTES OF THE
REGULAR MEETING OF THE BOARD OF DIRECTORS
Friday, December 20, 2024**

I. CALL TO ORDER

The Chairperson called the regular meeting of the Board of Directors to order at 3:40 p.m., Friday, December 20, 2024. Present at the meeting were:

Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary
Rory J. Respicio, General Manager
Dominic G. Muna, Deputy General Manager, Operations
Pacifico R. Martir, Deputy General Manager, Admin/Finance
Atty. Jamie L. Canto, Port Staff Attorney

Also present was Port Authority Staff.

II. APPROVAL OF MINUTES

a. **November 27, 2024 – Regular Board Meeting:** Director Valencia-Ovalles made motion to approve the minutes of November 27, 2024, subject to correction. The motion was seconded by the Vice Chairperson and was unanimously passed.

III. PUBLIC COMMENTS

- a. **Public Comments:** None.
- b. **Employee Comments:** None.
- c. **PAGGMA Association:** None.

IV. GENERAL MANAGER'S REPORT

1. **UOG Junior Accounting Students tours the Port.** On November 27, 2024, nine students from the University of Guam's Junior Accountants Society (JAS) participated in a port tour where they gained firsthand experience in seeing the vital operations that support Guam's economy. Prior to the tour, the students were briefed on the valuable insights of port operation and its impact on the local community. They toured EQMR Warehouse, the wharfs, and terminal high tower where they learned about the Port's logistics systems, crane operation in the loading/unloading of cargo containers, and the capabilities of the NAVIS and TOS systems.
2. **Port Authority of Guam and Guam Power Authority Meet to Advance LNG Integration Efforts.** On December 10, 2024, representatives from the Port Authority of Guam (PAG) and the Guam Power Authority (GPA) convened at a crucial meeting to progress discussions on the

development of liquefied natural gas (LNG) infrastructure, as outlined in PAG Board Resolution No. 2024-03. The meeting, attended by stakeholders from both organizations, highlighted the ongoing collaborative efforts to ensure Guam's energy future is both sustainable and resilient. Joining via Zoom was Vice Chairperson of the PAG Board of Directors, Conchita Taitano, a key advocate for the Port's ESG (Environmental, Social, and Governance) initiatives.

In this meeting, I emphasized the significance of the Port's role in enabling Guam's transition to clean energy. This collaboration underscores our commitment to advancing sustainability in line with the Port's 2023 Master Plan and our comprehensive Sustainability Study. The integration of LNG infrastructure aligns with our vision to be a leader in environmental stewardship and social responsibility. The discussions, building on the outcomes of the May 2024 Kick-Off Meeting, focused on Phase 1 of the LNG Feasibility Study. This includes evaluating LNG demand, sourcing and shipping options, identifying the most cost-effective terminal site, and assessing environmental, cultural, and economic impacts. The meeting also reviewed options for LNG terminal arrangements, such as Floating Storage and Regasification Units (FSRU) and onshore facilities. Vice Chairperson Taitano highlighted the importance of aligning the project with ESG principles: "As a champion of sustainability within the Port, I'm proud to see our collaborative efforts move forward. This initiative is not only about diversifying our energy resources but also about ensuring we do so responsibly, with a clear focus on governance transparency and community welfare." Representatives from Stanley Consultants, Inc., along with their sub-consultants K&M Advisors and GHD, presented updates on potential terminal sites and infrastructure configurations. These updates were informed by initial evaluations and feedback from prior stakeholder consultations. The meeting also set the stage for the next round of stakeholder engagement, scheduled for early 2025, which will focus on community participation and finalizing feasibility assessments. Stakeholders were urged to provide insights on site evaluations, timeline considerations, and the approval processes needed to move the project forward. We also encouraged GPA to look beyond LNG to other petroleum products to help with the sustainability for the entire island of Guam. GPA officials seemed receptive to the recommendations.

The Port Authority of Guam remains steadfast in its commitment to enhancing Guam's energy infrastructure in a way that prioritizes the well-being of our community and the environment. This partnership with GPA is a testament to the power of collective action in achieving these goals. The meeting, held at the Port Authority of Guam, marked another milestone in the partnership between PAG and GPA, further cementing their shared vision of a sustainable and prosperous future for Guam.

- 3. Port Authority of Guam Supports Customs' Mandate and Ongoing Border Security Efforts.** *News Release dated December 19, 2024.* The Port Authority of Guam remains steadfast in supporting the Guam Customs and Quarantine Agency (CQA) as they fulfill their critical mandate to inspect cargo and protect our island from illegal drugs, contraband, and invasive species. Recent discussions about container inspections highlight the need to remain vigilant and focused on Customs' essential role in securing Guam's borders. The meeting on December 19, 2024 that PAG management was to take part in with Governor Lou Leon Guerrero, Lt. Governor Joshua Tenorio, Attorney General Doug Moylan and CQA Director Ike Peredo was rescheduled due to my unexpected unavailability. I had apologized if this created the impression that the Governor is 'slow-walking' efforts to address Attorney General Moylan's claims. The Governor, Lt. Governor, and all of us at the Port share a collective drive and mission to support Customs' mandate to inspect cargo and interdict contraband. The Port's role is to provide access and logistical resources necessary for Customs to perform their duties effectively.

Actions Taken to Support Customs' Mandate:

- **Infrastructure Enhancements:** At the Governor's direction, the Port completed a feasibility study for a dedicated Customs Inspection Facility, including the provision of a four-acre property to streamline and enhance inspection capabilities.
- **Operational Support:** Since day one of this Administration, Customs Officers have been granted unimpeded access to terminal areas to ensure thorough cargo inspections.
- **Security Upgrades:** The Port secured federal grants to implement advanced surveillance systems, scanners, and additional security personnel.

Our role is to support Customs' work, and while this goes beyond our core mission, we willingly embrace this responsibility for the greater good of our island community. We have consistently provided the necessary resources, access, and infrastructure to enable Customs to carry out their mission. We are committed to preserving the strong relationship with Customs, ensuring they can perform their duties effectively, unlike the challenges they faced in the past under previous Port management. The Port Authority remains dedicated to collaboration and accountability, supporting all efforts to strengthen border security. Protecting Guam requires each of us to fulfill our responsibilities, and we remain focused on doing exactly that.

4. **Port Authority of Guam Statement.** *News Release dated December 19, 2024.* The Port Authority of Guam takes the allegations detailed in the recent report by Attorney General Doug Moylan very seriously. The report outlines potential unlawful activities related to cargo operations at the Port, specifically referencing the Matson Lurline container ship (Voyage 85). These allegations raise concerns of possible deviations from established cargo handling and inspection procedures, jeopardizing the integrity of Port operations. In response, the Port Authority is taking immediate and decisive action. I had directed the Operations Manager Glenn Nelson and Assistant Operations Manager Patrick Alvarez to conduct a comprehensive investigation. Under the authority delegated to them, their investigation will focus on the following:

1. Verification of the validity of the allegations.
2. Identification of any procedural lapses or violations of protocol.
3. Determination of any involvement by Port personnel.
4. Recommendations for immediate corrective actions where necessary.

They are required to juxtapose their findings against the Port's Public Cargo Terminal procedures, and verify any employees that show up in the Port's surveillance footage during the time of the allegation. Their review must include:

- A detailed analysis of the alleged activities compared to the steps outlined in the PCT Interim Access Procedures, and accountability of all port personnel during this time.
- Identification of any inconsistencies or breaches in protocol.
- Clarification of whether proper authorization, documentation, and access controls were adhered to as per these procedures.

Upon completing the investigation, their findings will be formally submitted to Port Police for further action and review, ensuring appropriate enforcement of legal and procedural standards. The final report and recommendations are due within five working days. We are fully committed to transparency and accountability. While the specific incident falls under the jurisdiction of Guam Customs and Quarantine Agency and law enforcement authorities, we are conducting our own

internal investigation to ensure our operations remain above reproach. The Port Authority will not tolerate any actions that compromise the security of our island and remains steadfast in its commitment to cooperate fully with all relevant agencies to address these concerns promptly and transparently. With the support of Governor Lou Leon Guerrero, Lt. Governor Joshua Tenorio, and the Port's Board of Directors, the Port will continue to uphold the highest standards of integrity and accountability. Our priority is the security of Guam, and we will support all efforts to protect our island's borders.

5. **General Manager's Notes for YTD Finances.** We are providing the following summary for November 30, 2024:

REVENUES AND CARGO THROUGHPUT:

- The Port's total operating revenue as of November 30, 2024 (2 months), is \$9.3 million, which is 10.6% or \$1.1M lower than the YTD revenue budget of \$10.4 million for November of FY25.
- The total number of containers handled in November is 13,830, which is lower by 10.1% or 1,549 containers compared to last year's YTD total of 15,379 containers. The total tonnage for non-containerized cargo stands is 33K revenue tons, a 10% decrease from last year's November total of 37K revenue tons.

OPERATING EXPENSES:

- Overall operating expenses as of November 30, 2024, total \$10.3 million, which is 7%, or \$711K higher than the November FY25 budget of \$9.6 million. Some of the expenses that are high in the first two months are General Insurance, Repairs and Maintenance, and Agency and Management Fees.

OVERTIME EXPENSE AND DIRECT LABOR REVENUE:

- Overtime for all the divisions for the month of November is \$300K, which is 9%, or \$28K, higher than the FY25 overtime budget
- The total Direct Labor revenue as of November is \$674K, 0.2% or \$1K lower than the FY25 budget of \$675K.

YTD OPERATING REVENUES MINUS YTD EXPENSES:

- Operating revenues minus operating expenses resulted in an operating loss of \$979K. After adding the net Other Income/Expenses totaling -\$269K, the final result for November is a net loss of \$1.2 million. There are no federal reimbursements booked in the past two months.
- The total days cash on hand as of November is 795 days, which is 59% higher than the 500 days requirement by Moody's rating agency.
- The first months of the fiscal year normally results into lower net income or a net loss because of lower volume of cargos and increases in expenses due to retirees COLA/ Supplemental billings and other divisions prior year purchases but were billed in the subsequent fiscal year. There are currently ongoing work by vendors that are federally funded. They haven't been billed to the federal agencies, so this will be additional revenues that will be recorded in the subsequent months.

6. **Status of Ongoing Awarded Grant Activities and Updates on Planned Grant Acquisitions.**

- **USDHS/FEMA Port Security Grant Program. Acquisition of Port Police Personal Protective Equipment (PPE).** *Status Quo* - Awarded Vendor - Code1; Estimated Delivery - week of December 29, 2024.
- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** *Status Quo* - PAG staff met with Amorient on November 22, 2024 to determine which valve pit construction option will be used moving forward with the 90% and final design submission by Amorient; planned design completion by December 2024.
- **Gantry Crane Acquisition.**
Status Quo:
USDA Direct Loan.
 - PAG Finance is developing an RFP to select a lender for commercial loan financing to replace the PAG's ship-to-shore gantry cranes.
 - Port team is working with local USDA office to complete the application process and the type of procurement the Port will execute.
- **MARAD Marine Highway Program.** *Update* - On December 11, 2024, MARAD Senior Grants Management Specialist authorized the PAG to proceed with the purchase of five 5.5-ton forklifts, per grant terms. The contract and PO is currently in route for signature approvals.
- **Office of Local Defense Community Cooperation.** The PAG's recent grant application totaling \$1.45 million for its Owner's Agent/Engineer to conduct a Port Resiliency and Sustainability Study was granted by OLDCC through the Office of the Governor. *Status Quo* - WSP transmitted the final draft of the Port Resiliency and Sustainability Study report to the Port for review on November 4; Port completed its review, provided comments and is awaiting FINAL report.
- **EPA Diesel Emissions Reduction Act (DERA) Program.** *Update:* The purchase of two terminal yard tractors under grant 98T77501 – Delivery is anticipated by May 2025. FY2024 DERA Territory Grant application was submitted by Strategic Planning on December 6, 2024 for the replacement of two additional terminal yard tractors.
- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** The USDOT Office of the Secretary, through MARAD, approved the Port's no-cost modification, reallocating funds from Pier F-1 to support repairs for Wharves F-2 through F-6. *Update:* The environmental assessment remained active, with the draft Biological Survey Report and Draft Determination of Proposed Action under review and guided by consultants. PAG provides monthly updates to Team MARAD on pre-NEPA progress. On November 26, 2024, PAG requested Historic American Engineering Record (HAER) numbers for Pier F-1 and Berths F2 to F6 from the National Park Service (NPS) and is awaiting their assignment, along with feedback on the review of the HAER Mitigation Report and Photo Scans. Additionally, PAG is awaiting the Guam SHPO's review and concurrence of the HAER Mitigation Report and Photo Scans.

- **Office of Insular Affairs Maintenance Assistance Program (MAP). *Update: Port Welding Shop Phase 1 & 2 Project.*** The contract and PO have been signed. Notice to Proceed (NTP) commenced on December 10, 2024. The project is now pending the submission of construction materials by the contractor for approval. **Generator Maintenance Program.** Maintenance services are ongoing monthly.
- **New Grant Award – U.S. EPA Clean Ports Program: Climate and Air Quality Planning Competition.** The U.S. EPA Clean Ports Program aims to reduce air pollution and greenhouse gas emissions at ports by supporting projects that adopt cleaner technologies and practices.
Status Quo:
 - Grant project amount was \$2,410,415 to fund the Net Zero Emissions Strategy Update and Implementation Plan.
 - EPA accepted the Port's revised and updated Workplan, Budget and Timeline, and Summary Grant Program Report on November 15, 2024, with the SF424 on November 18, 2024.
 - EPA Program Managers are hopeful that the funding will be obligated by January 2025.
- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**
Status Quo:
 - The PAG is awaiting notice of selection under the Lead Applicant Community First Guam Federal Credit Union application, which was submitted on November 21, 2024 deadline to US EPA.
 - The three projects selected are (1) the PAG Installation of a Solar Photovoltaic (PV) System and Batteries Project, (2) the PAG Microgrid Feasibility Study Project, and (3) the PAG Route 11 Seawall Improvement Project.
- **New Grant Opportunity - 2024 NOAA Marine Debris Program- BoatUS Foundation Abandoned and Derelict Vessel (ADV) Removal Grant Program.** The Port submitted its application to BoatUS Foundation on November 21, 2024, with the revised project total of \$859,720.00, which includes the PAG's voluntary cost share of \$214,930.00. *Status Quo* - The Port is awaiting notice of selection.
- **New Grant Opportunity – Dept. of Commerce National Telecommunications and Information Administration (NTIA) Digital Equity Competitive Grant Program.** *Status Quo* - The Port has submitted its application and currently awaiting NTIA review and subsequent announcement.
- **Sport Fish Restoration and Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp at Agat Marina and Harbor of Refuge Improvements.** On October 1, 2024, PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the assistance title 15.605 Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Guam Harbor of Refuge under the assistance title 15.622 Sport fishing and Boating Safety Act. Both grants were provided by the U.S. Fish and Wildlife Service through the Guam Department of Agriculture. *Status Quo* - The draft MOU is currently under development by DOAg and is anticipated to be finalized in Q1 2025.

- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** *Status Quo* - On November 26, 2024, the PAG, with the assistance of its OAE WSP and subcontractor Jacobs, submitted its application to the FHWA LCTM program for its project, Port Authority of Guam Low-Carbon Transportation Materials Study, which proposes activities to identify and test locally sourced low-carbon recycled waste materials to determine suitability for use in eligible Federal-aid projects and incorporation into future transportation plans or updates for Guam. The total project cost is \$2,309,829.00.
7. **Port Revenue Bonds Project Status.** As of December 17, 2024, the attachment provides information on the status of the revenue bond projects, which include the rehabilitation of the hotel wharf, repairs and improvements to the golf pier, waterline replacement/relocation, upgrades to the EQMR building, repairs and upgrades to warehouse one, construction of a new admin annex building, and other priority projects.
 8. **Critical Focus Areas and Strategic Wins: 2024 Year in Review.**

Introduction

This report highlights the key challenges the Port Authority of Guam faced in 2024 while showcasing significant achievements that reflect the collective efforts of all divisions. It underscores critical focus areas requiring ongoing attention and agency-wide successes, demonstrating the Port's unwavering commitment to modernization, operational excellence, and resilience in support of Guam's economic growth and national security. As the island's vital gateway, the Port facilitates 90% of all incoming goods and supports 30% of military-related operations. In 2024, we advanced major milestones in infrastructure modernization, sustainability initiatives, financial management, and workforce development. These accomplishments reinforce the Port's strategic role in maintaining Guam's economic vitality and regional security in the Indo-Pacific. Looking ahead to 2025, we aim to advance essential infrastructure upgrades, pursue sustainability goals, invest in workforce development, and support national security readiness. By enhancing resilience and driving operational excellence, the Port Authority of Guam remains dedicated to addressing the evolving needs of our community, military partners, and regional stakeholders.

Top 2024 Critical Focus Areas & Highlights (Year in Review)

Gantry Crane Procurement Progress: The Board authorized a multi-step bid process to begin procuring up to three new gantry cranes. This process addresses the urgent need to replace the current fleet, which is over 40 years old and nearing the end of its service life. While funding for all three cranes has not yet been secured, this step establishes the groundwork for maintaining operational efficiency and national security readiness. A key challenge in this procurement effort is avoiding reliance on China-made cranes due to U.S. national security concerns. Federal guidelines emphasize the importance of sourcing cranes from trusted manufacturers. This complicates procurement, as non-China alternatives often come with higher costs and longer lead times. Securing funding that aligns with these national security requirements remains a top priority for the Port.

Continuing to Explore Solutions for Fuel Infrastructure Upgrades: Progress continued on the critical repair and upgrade of the Port's fuel infrastructure, essential for Guam's fuel supply and national security operations. The upgrades focus on Golf Pier, F1 Pier, and the Area A Fuel Storage

Facility, all of which play vital roles in ensuring reliable fuel distribution for commercial and military needs.

- **Golf Pier:** Currently inoperable due to extensive damage from Typhoon Mawar in 2023. FEMA has identified repairs to Golf Pier as an immediate priority due to its importance in handling bulk fuel operations.
- **F1 Pier:** Repairs to F1 Pier have also been prioritized and will commence once the scope and cost estimates for Golf Pier are finalized.
- **Area A Fuel Storage Facility:** The upgrade and rehabilitation of Area A are underway to replace aging storage tanks and associated infrastructure. These improvements will enhance fuel storage capacity, safety, and operational reliability, meeting the growing demands of Guam's commercial and military operations.

These fuel infrastructure upgrades are critical for enhancing the Port's resilience and ensuring reliable fuel supply for Guam's residents, the Guam Power Authority, and the military's Indo-Pacific operations. Key challenges include securing funding, coordinating with FEMA and federal partners, and managing project timelines to avoid disruptions to fuel supply operations.

Financial Management Recognition

General Manager Rory J. Respicio received the AGA 2024 Distinguished Local Government Leadership Award for excellence in financial management. This award highlights the Port's significant financial turnaround from a \$104,000 deficit to a \$26.4 million surplus within five years. The Port's strategic financial practices, transparency, and accountability have positioned it as a low-risk auditee and enhanced its financial credibility. This recognition underscores the importance of continued fiscal discipline and prudent management to sustain long-term financial health.

Moody's and S&P Ratings

In 2024, Moody's Investors Service reaffirmed the Port's Baa2 credit rating for the fourth consecutive year, and S&P Global Ratings maintained the Port's 'A' rating with a stable outlook. These ratings reflect:

- **Financial Stability and Resilience:** Consistent operating revenues and strong liquidity.
- **Debt Service Strength:** Solid debt service coverage ratios around 2x.
- **Operational Reliability:** The Port's critical role as the primary entry point for goods and military supplies in Guam.
- **Maintaining these ratings ensures favorable borrowing terms and demonstrates confidence in the Port's financial management.**

Sustainability Commitment

The Port adopted ambitious Zero-Emission and Zero-Waste Resiliency Goals as part of its long-term commitment to environmental stewardship and operational resilience. This initiative is supported by a \$2.41 million EPA Clean Ports grant, which will fund:

- Acquisition of zero-emission cargo-handling equipment.
- Waste reduction and emissions control programs.
- Development of a Port Sustainability and Resiliency Plan to align operations with Guam's broader environmental goals.

These efforts reinforce the Port's commitment to reducing its environmental footprint and enhancing sustainability practices.

Transparency and Accountability

The Port achieved a clean audit report for FY 2023, with no findings of fraud, abuse, or material weaknesses. This reflects the Port's dedication to ethical financial practices and transparency. Additionally, the Port earned the AGA Platinum Award for Excellence in Citizen-Centric Reporting for the third time, recognizing clear and accessible communication with the public about:

- Financial performance and goals.
- Operational challenges and achievements.
- Use of ratepayer funds.

Core Values Remain Intact

The Port continues to uphold core values that guide its operations and strategic decisions:

- **Employee Empowerment and Well-being:** Supporting a motivated and skilled workforce.
- **Financial Stability and Accountability:** Ensuring responsible financial practices.
- **Collaborative Partnerships:** Enhancing efficiency through strong partnerships.
- **Community Engagement and Customer Service:** Strengthening public trust and support.
- **Sustainability and Environmental Responsibility:** Committing to sustainable practices and environmental stewardship.

Challenges and Solutions in 2024

Funding Constraints:

Challenge: Securing adequate funding for critical infrastructure projects while maintaining financial discipline and avoiding unauthorized spending.

- **Solution:**
 - Pursued federal grants, including funding from the EPA Clean Ports Program and the Office of Local Defense Community Cooperation (OLDCC).
 - Recommended bond financing and leveraged public-private partnerships (P3s) to increase funding flexibility.
 - Implemented real-time financial monitoring systems to maintain budget discipline and prevent overspending.
 - Demonstrated transparency by seeking retroactive board approval for necessary spending authorizations.

Aging Infrastructure:

Challenge: The Port's aging infrastructure, including gantry cranes, wharves, and fuel piers, poses risks to operational efficiency, safety, and national security readiness.

- **Solution:**
 - Advanced a multi-step bid process to replace aging gantry cranes, with efforts to avoid reliance on China-made cranes due to national security concerns.
 - Prioritized Golf Pier and F1 Pier repairs through FEMA support, addressing damages caused by Typhoon Mawar.
 - Continued progress on Area A Fuel Storage Facility rehabilitation to enhance fuel capacity and operational resilience.
 - Collaborated with the CIP/Engineering Division to plan upgrades for Berths F2 to F6 for earthquake resilience.

Lease Compliance Issues:

Challenge: Non-compliant leases and tenant delinquencies impact revenue and operational efficiency.

- **Solution:**
 - Strengthened collaboration with the Legal Division to ensure timely enforcement of lease terms and address delinquencies.
 - Enhanced cross-divisional coordination with Finance, Commercial, and Legal Divisions to standardize compliance protocols.
 - Focused on implementing a clear escalation process for addressing urgent legal concerns related to lease compliance and abandoned assets.
 - Developed tenant communication plans to ensure transparency and foster accountability.

Workforce Morale and Development:

Challenge: Maintaining employee morale, engagement, and development amid operational demands and strategic changes.

- **Solution:**
 - Implemented the Desk Audit Policy to ensure employees are fairly recognized for expanded duties.
 - Introduced the Port Challenge Coin to honor workforce unity, pride, and resilience.
 - Achieved a 99% favorable work experience in the employee satisfaction survey, while addressing areas for improvement in morale and communication.
 - Supported professional growth through mentorship, cross-training, and out-of-position assignments to build a flexible and resilient workforce.
 - Emphasized succession planning and leadership development to ensure continuity and readiness for future challenges.

Cross-Divisional Collaboration:

Challenge: Persistent communication gaps between divisions created bottlenecks and inefficiencies.

- **Solution:**
 - Focused on fostering a unified approach to ensure there is “one Port of Guam” working toward shared goals.
 - Improved coordination between Operations, Administration, Finance, Legal, and Commercial Division to resolve challenges collectively.
 - Reinforced the importance of collaborative decision-making to break down silos and enhance overall efficiency.

Strategic Focus for 2025

Infrastructure Modernization:

Challenge: Aging infrastructure threatens operational efficiency, safety, and national security readiness.

- **Gantry Crane Replacement:**
 - Complete the multi-step procurement process for up to three new gantry cranes to replace the current 40-year-old fleet.
 - Continue securing funding from the Department of Defense (DoD) and federal partners while addressing challenges related to cybersecurity risks associated with foreign manufacturing, particularly from China.

- **Fuel Infrastructure Modernization:**

- **Golf Pier and F1 Pier Replacement:** Continue prioritizing the full replacement of the Golf Pier and F1 Pier through a public-private partnership (P3) model to ensure reliable fuel distribution for commercial and military operations, locally and regionally. Additionally, explore the possibility of partnering with the Guam Power Authority (GPA) to develop a Liquefied Natural Gas (LNG) facility at Golf Pier, in addition to handling other petroleum products currently being piped through the pier, to enhance energy diversification, supply resilience, and operational efficiency.
- **Area A Fuel Storage Facility:** Advance the full replacement and modernization of the Area A Fuel Storage Facility through a public-private partnership (P3) model to enhance fuel capacity, operational efficiency, and resilience.
- **Wharf Modernization:**
 - Complete procurement bid for Berths F2 to F6 using the \$17.9 million RAISE grant to improve earthquake resilience and operational reliability.
 - Continue progress on the Hotel Wharf Rehabilitation Project in coordination with MARAD to modernize cargo operations.

Sustainability Initiatives:

Challenge: Meeting environmental goals while maintaining operational efficiency and resilience.

- **Zero-Emission and Zero-Waste Goals:**

- Execute the Port's Zero-Emission and Zero-Waste Resiliency Goals, integrating findings from the EPA Clean Ports Program and the DERA Grant for emissions reduction.
- Implement initiatives to reduce the Port's carbon footprint and improve waste management practices.

- **Green Infrastructure Funding:**

- Leverage EPA and MARAD grants to fund sustainability projects, including the acquisition of zero-emission cargo-handling equipment and energy-efficient infrastructure.

Workforce Development:

Challenge: Ensuring a resilient, skilled workforce ready for future challenges and operational demands.

- **Succession Planning and Leadership Development:**

- Identify and develop high-potential employees through formal mentorship programs and leadership training.

- **Desk Audit Policy:**

- Ensure fair recognition and compensation by aligning roles and responsibilities with current organizational needs.

- **Cross-Training and Out-of-Position Assignments:**

- Implement cross-training and General Manager's Out-of-Position Assignments Policy to enhance workforce flexibility and fill critical roles during emergencies.

- **Employee Engagement and Incentives:**

- Continue Port Board-funded events like Port Week Celebrations, recognition ceremonies, and wellness programs to boost morale and unity.

Financial Oversight:

Challenge: Maintaining budget discipline while securing funding for essential projects.

- **Real-Time Financial Monitoring:**
 - Enhance transparency and prevent overspending through automated budget dashboards and real-time analysis.
- **Bond Financing and P3s:**
 - Pursue additional funding through bond financing and public-private partnerships to support critical infrastructure modernization.

National Readiness and Collaboration:

Challenge: Aligning infrastructure projects with national security priorities and readiness needs.

- **Port Readiness Plan Advocacy:**
 - Continue collaboration with federal partners and advocate for the adoption of the Port Readiness Plan to ensure alignment with Indo-Pacific security strategies.
- **Federal Funding:**
 - Secure funding for projects that enhance Guam’s role in supporting U.S. military operations and regional security.

Cross-Divisional Collaboration:

Challenge: Eliminating communication gaps and operational silos.

- **Unified Operations:**
 - Foster a “One Port of Guam” culture to enhance communication between divisions and address challenges collectively.
 - Integrate data-driven tools to improve coordination, particularly in addressing underbillings and aligning operational reporting with financial systems.

Community Engagement:

Challenge: Maintaining transparency and relationships with the Port User’s Group, other local and federal partners, regulators, and the broader community.

Solution:

- **Port Users and Tenant Relations:**
 - Engage with port users, tenants, and stakeholders to ensure transparency, improve service delivery, and foster collaboration.
 - Facilitate regular meetings and feedback sessions with the Port User’s Group to address concerns and align on operational priorities.
- **Governor, Lt. Governor, Board, and Legislative Collaboration:**
 - **Collaboration with Leadership:**

Work closely with Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, the incoming 38th Guam Legislature, and the Board of Directors — Chairperson Dot Harris, Vice Chairperson Conchita Taitano, and Board Secretary Fe Ovalles — to advance strategic initiatives, secure funding, and support policies that benefit the Port and community.
 - **Strategic Advocacy:**

Highlight leadership support in public engagements and advocacy efforts to ensure alignment with Guam’s strategic goals and national security priorities.

- **Federal and Regulatory Engagement**
 - **Collaboration with Federal Partners:**
Maintain active communication with federal partners and regulators, including the U.S. Coast Guard, the Captain of the Port, and incoming President Donald Trump Administration officials, to ensure compliance, security, readiness, and funding for the Port Readiness Program.
- **Operational Resilience:**
Coordinate with the U.S. Coast Guard on safety protocols, port security, and emergency response exercises to enhance operational resilience and align with evolving federal priorities and guidelines.
- **Tourism and Public Outreach:**
 - Engage the community through initiatives like cruise ship welcoming events, public forums, and educational outreach to boost Guam's economic and social development.
 - Promote the Port's role in supporting local businesses, tourism, and the regional economy through public awareness campaigns.

Conclusion

The Port Authority of Guam Year in Review 2024 & Look Ahead for 2025

Aging gantry cranes, infrastructure damage from natural disasters, and the constant need to balance operational demands with sustainability goals tested our resolve in 2024. Yet, we remain committed to resilience and service. I am proud to share this year-in-review and our vision for 2025. Guided by Board Chairperson Dot Harris, Vice Chairperson Conchita Taitano, and Board Secretary Fe Ovalles — and aligned with the strategic framework set by Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio — we advance the Port with unprecedented determination. As General Manager, I lead alongside Deputy General Managers Dominic Muna and Pacifico Martir, division heads, and our dedicated workforce. Together, we tackle challenges such as aging equipment, infrastructure damage, and the need to balance operational demands with sustainability goals. Despite the urgent need to replace 40-year-old gantry cranes, we keep the administration and operations of the Port in sync through collective dedication, skills, and teamwork. Securing additional funding to complete this mission remains a top priority.

Financial Transparency & Achievements

In 2024, we demonstrated our commitment to financial transparency by achieving clean audit reports and reaffirmed credit ratings. Our prudent fiscal management and accountability earned continued confidence from oversight bodies. These achievements highlight our dedication to maintaining the Port's financial health and operational integrity.

Community Engagement & Collaboration

We strengthened relationships with stakeholders through ongoing engagement with the Port Users Group, local businesses, and industry partners. We ensured our operations aligned with community and commercial needs by maintaining open communication, holding regular meetings, and conducting feedback sessions. We also expanded outreach efforts to the CNMI and Micronesia, reinforcing regional partnerships and shared growth goals.

Digital Transformation

We are preparing to release a procurement solicitation for our Terminal Operating System (TOS) and cybersecurity infrastructure to advance IT modernization. These improvements will streamline operations, boost efficiency, and safeguard our digital assets, ensuring the Port remains resilient and adaptable in an increasingly digital landscape. Additionally, through our NTIA Broadband Infrastructure Program grant submission, we are pursuing enhanced broadband connectivity and secure digital infrastructure to support these initiatives further. This commitment to modernization positions the Port to meet evolving operational demands and strengthen national security readiness.

Sustainability Initiatives

We pursued innovative public-private partnerships to modernize fuel piers, enhancing Guam's energy resilience and readiness. We reinforced our commitment to sustainability by securing federal support for zero-emission and zero-waste initiatives from the Clean Port's grant, reflecting our responsibility to protect the environment for future generations. The Jose D. Leon Guerrero Commercial Port represents more than infrastructure. It reflects our dedicated workforce, strong sense of family, and trusted industry partners. We honor every sacrifice and achievement that shaped the Port's legacy over the past 49 years. Our story embodies perseverance, grit, and the indomitable spirit of Guam. Our story is — and always will be — Port Strong.

Vision for 2025

Looking ahead to 2025, we will continue to:

- **Advance essential infrastructure upgrades** by replacing aging gantry cranes, modernizing fuel piers, rehabilitating wharves, and collaborating with MARAD on projects like the Hotel Wharf rehabilitation to enhance operational efficiency and resilience.
- **Advocate for Department of Defense funding** to support the Port Readiness Plan and ensure Guam remains a critical hub for national security operations in the Indo-Pacific.
- **Enhance sustainability efforts** by leveraging the proposed teaming agreement with Jacobs and WSP to implement sustainability goals effectively and transparently. We continue to pursue additional funding sources, including grants from the EPA, FHWA, NOAA, and MARAD, to support zero-emission and zero-waste initiatives, infrastructure modernization, and energy resilience.
- **Ensure financial transparency and accountability** through prudent fiscal management, clean audits, and maintaining strong credit ratings.
- **Expand digital transformation initiatives** by advancing the procurement of a new Terminal Operating System (TOS) and cybersecurity infrastructure, and securing NTIA Broadband Infrastructure Program funding to improve digital connectivity and operational efficiency.
- **Invest in workforce development and morale** through ongoing professional training, cross-divisional collaboration, recognition programs, and succession planning to maintain a resilient and skilled workforce.
- **Strengthen community engagement** by continuing open communication with the Port Users Group, local businesses, and regional partners in the CNMI and Micronesia, fostering transparency, collaboration, and mutual growth.

To the people of Guam, the CNMI, Micronesia, our employees, and our partners: Port Strong stands for grit, resilience, and service — driving local economies, partnerships, and national security. Together, we will honor our past, face challenges openly, and build a sustainable future — with your continued trust lighting our path forward.

The story of the Port Authority of Guam reflects resilience, determination, and unwavering resolve. Guided by strong leadership, sound management practices, and the united effort of all Port employees, partners, and community, we will overcome challenges, secure the funding and resources we need, and achieve our strategic goals. *Together, we are — and always will be — Port Strong!*

V. OLD BUSINESS

1. **Request for creation of position of an Equipment Maintenance Manager (motion to approve the transparency and disclosure processes as outlined in Section 6303(d) of Title 4, Guam Code Annotated and Rule 5.015 of the Port's Personnel Rules and Regulations).** At the previous meeting, the Board of Directors authorized management to begin the creation of position for the Equipment Maintenance Manager. The General Manager mentioned that to comply with the transparency process as mandated by 4 GCA Section 6303.1, the creation of position documents were posted on the Port's website, port employees were notified, and notification was also provided to electronic and written media outlets. The postings and notifications were provided on December 3, 2024, and deadline to submit comments was on December 18, 2024. There were no comments received by the Port employees or the general public regarding the creation of the position. Based on this, the transparency requirements have been met and Board approval is being requested for adoption of the Equipment Maintenance Manager position to be established in the classified service at a Pay Grade P. Director Valencia-Ovalles made motion to approve the transparency process for the creation of the Equipment Maintenance Manager position, seconded by the Vice Chairperson. Motion was unanimously approved.

VI. NEW BUSINESS

1. **Adoption of Board Resolution No. 2024-19.** Director Valencia-Ovalles made motion to adopt Board Resolution No. 2024-19 relative to approving the creation of Equipment Maintenance Manager position in the classified services as authorized under Title 4, Guam Code Annotated, Sections 6303(d) and 6303.1. Motion was seconded by the Vice Chairperson and was unanimously approved.

2. **Adoption of Board Resolution No. 2024-20.** The General Manager mentioned that the resolution seeks to adopt the 2025 Look Ahead plan on strategic vision and key priorities at the Port. The plan provides a roadmap on strategic priorities, such as, emphasize resilience, operational excellence, and sustainability; strengthen Guam's role as a hub for commerce and defense; complete essential upgrades: Area A fuel storage, wharf modernization, crane replacements; leverage public-private partnerships for large-scale projects; workforce development and employee engagement; maintain operational efficiency and capacity; maintenance and equipment reliability; financial strategy; commercial division and tenant relations; sustainability and environmental initiatives; national readiness and federal collaboration; and vision for the future. Director Valencia-Ovalles made motion to adopt Board Resolution No. 2024-20 relative to adopting the "2025 Look Ahead" plan: strategic vision and key priorities at the Port Authority of Guam, seconded by the Vice Chairperson. Motion was unanimously approved.

3. **Adoption of Board Resolution No. 2024-21.** The General Manager mentioned that the resolution provides for a request to abolish positions under the Port's classification and compensation plan which is part of the succession planning. These positions include the Port chief engineer, financial affairs controller, supply management administrator, inventory management administrator, safety technician I, II and III. The amendment of job specifications under the maritime position unique to port operations, and certified, technical and professional positions under the Port's classification and occupational listing impacted the job specification of those positions as follows:

- On May 31, 2024, the Board of Directors approved the amendment of the Capital Improvement Projects & Engineering Manager via Resolution 2024-06. The nature of work for this position administers the activities of the Engineering and Capital Improvement Project divisions.
- On April 6, 2023, the Board of Directors approve the creation of the Chief Financial Officer via Resolution 2023-01. The nature of work for this position administers the activities of the Financial Affairs Division.
- On September 28, 2023, the Board of Directors authorized management to proceed with the transparency and disclosure process to create the position of Assistant Procurement & Supply Manager. The nature of work for this position assists the Procurement & Supply Manager administer the daily work activities of the Procurement, Supply and Contract Management sections under the Procurement & Supply Division.
- The Port's Occupational Listing when approved by Public Law 30-43 on July 2, 2009 included the series of position for the Safety Technician and Safety Inspector. The nature of work for these positions are identical.

Such positions are duplicated, obsolete and no longer expected to be utilized by the Port Authority of Guam. As such, it is recommended that the positions of Port chief engineer, financial affairs controller, supply management administrator, inventory management administrator, safety technician I, II and III be abolished and removed from the Port's Classification and Compensation Occupational Listing. Director Valencia-Ovalles made motion to adopt Board Resolution No. 2024-21 relative to requesting for abolishment of port chief engineer, financial affairs controller, supply management administrator, inventory management administrator, safety technician I, safety technician II and safety technician III positions under Port Authority of Guam's classification and compensation plan. Motion was seconded by the Vice Chairperson and was unanimously approved.

4. **Acceptance of Performance Evaluation of Deputy General Manager Pacifico Martir with corresponding increment based on rating.** The performance evaluation was presented to the Board and Director Valencia-Ovalles made motion to accept the performance evaluation of Deputy General Manager Pacifico Martir with corresponding increment based on rating. Motion was seconded by the Vice Chairperson and was unanimously approved.

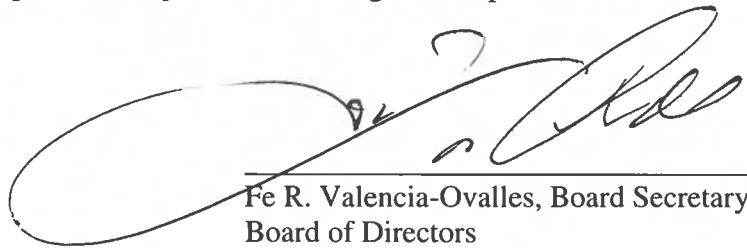
5. **Acceptance of Performance Evaluation of Deputy General Manager Dominic Muna with corresponding increment based on rating.** The performance evaluation was presented to the Board and Director Valencia-Ovalles made motion to accept the performance evaluation of Deputy General Manager Dominic Muna with corresponding increment based on rating. Motion was seconded by the Vice Chairperson and was unanimously approved.

6. **Acceptance of Performance Evaluation of General Manager Rory Respicio with corresponding increment based on rating.** The performance evaluation was presented to the Board and Director Valencia-Ovalles made motion to accept the performance evaluation of General Manager Rory Respicio with corresponding increment based on rating. Motion was seconded by the Vice Chairperson and was unanimously approved.

At this time, the members of the Board congratulated Messrs. Martir, Muna and Respicio and expressed gratitude and appreciation for a job well done during this evaluation period and looks forward to continued positive work and development.

VII. ADJOURNMENT

There being no further business to discuss, it was moved by Director Valencia-Ovalles and seconded by the Vice Chairperson to adjourn the meeting at 4:58 p.m. The motion was unanimously passed.



Fe R. Valencia-Ovalles, Board Secretary
Board of Directors

APPROVED BY:



Dorothy P. Harris, Chairperson
Board of Directors





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

General Manager's Report for Board of Directors
January 23, 2025

- 1. Record-breaking tenth cruise ship of the year sailed into Guam.** On December 30, 2024, the Port welcomed its record-breaking 10th passenger vessel of the year, marking a significant achievement for the island's only commercial seaport as well as Guam's tourism industry. The MS Asuka II, making its second voyage to Guam this year, arrived with 793 passengers and 493 crew members. This year, Guam has solidified its position as a premier destination in the Pacific, welcoming an unprecedented number of passenger vessels and cruise ships to its shores. With a record-breaking 10 luxury liners calling on the Port Authority of Guam in 2024, the island has set a new benchmark, reaffirming its growing reputation as a sought-after destination for cruise travelers. The significant influx of more than 18,000 passengers and crew members underscores Guam's appeal as a unique and enriching port of call in the region and the Port Authority's dedication to support our tourism industry. This accomplishment aligns with Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio's strategic vision of positioning the Port of Guam as a cornerstone of economic growth for both our island and the region. The Port's ability to seamlessly host an increasing number of luxury vessels showcases the strength of our infrastructure and the dedication of our Port Strong workforce.
- 2. Port Earns Prestigious National Transparency Award for the 4th Time.** The Port Authority has received the Certificate of Excellence in Citizen-Centric Reporting from the national Association of Government Accountants (AGA) for its Fiscal Year 2023 Citizen-Centric Report (CCR). This is the fourth time the Port has been honored with this prestigious national recognition, having previously received awards for its FY 2022, FY 2021, and FY 2019 reports. The AGA commended the Port's unwavering commitment to government accountability and fiscal transparency. In their letter to the Port, AGA CEO Ann M. Ebberts stated, "AGA applauds your commitment to good government and responsible fiscal action reflected in the Citizen-Centric Report you produced on behalf of the Port Authority of Guam." She highlighted the Port's exceptional use of visuals such as charts, tables, and photos, and its ability to effectively communicate complex information in an engaging and accessible manner.

The Port's FY 2023 Citizen-Centric Report was prepared by the Finance Division, under the direction of Chief Financial Officer Jose B. Guevara III, with the support of the Marketing Division. The report provides a concise overview of the Port's financial performance, accomplishments, and future outlook, fulfilling the requirements of local law for all Government of Guam agencies to publish such a report within 60 days of the independent audit release.

Governor Lou Leon Guerrero expressed her congratulations, stating, "The Port Authority of Guam's achievement in receiving this prestigious award for the fourth time reflects the high standards of transparency and accountability we expect from our government agencies. This award-winning Citizen-Centric Report ensures that the people of Guam have the information they deserve about how their government is working for them." Lt. Governor Josh Tenorio added, "The Port has set an exemplary standard for effective communication and fiscal responsibility. This award highlights the dedication of the Port's leadership and team in fostering trust and ensuring our citizens are informed about the progress and challenges of one of Guam's most critical institutions."

This award underscores our dedication to transparency and accountability. The Citizen-Centric Report is an important tool to ensure that the people of Guam have a clear understanding of how their government is utilizing taxpayer and ratepayer funds. I commend our Finance and Marketing Divisions for their outstanding work in producing this award-winning report. AGA reviewers specifically praised the FY 2023 CCR for having a well-organized layout highlighting leadership, mission, vision, and key Port Authority information and for being clear and visually engaging with bar graphs and narratives that connect agency performance to its mission. The award also states that the report was comprehensive yet had an uncluttered presentation of financial and performance data and contained a thorough description of challenges, including recovery from Typhoon Mawar, and the Port's projected future outlook.

- 3. Port Hosts Kick-Off Meeting for \$2.4 Million Clean Ports Program Grant.** The Port Authority of Guam marked a critical milestone on January 16, 2025 by hosting a Kick-Off Meeting for its \$2,410,415 award from the U.S. Environmental Protection Agency's Clean Ports Program. The funding, part of the Climate and Air Quality Planning Competition, was among 55 projects selected across 27 states and territories to advance zero-emission equipment and climate planning.

The meeting brought together key stakeholders, including representatives from WSP, the Port's owner agent, and Jacobs, its subgrantee, alongside Port leadership, environmental planners, and community partners. Vice Chairperson Conchita Taitano, who played a pivotal role in securing this grant, emphasized the Port's commitment to sustainability.

Governor Lou Leon Guerrero and Lt. Governor Joshua Tenorio tasked the Port to lead in sustainability efforts, and this project underscores their vision and with Vice Chair Taitano's decades of experience at Guam EPA and her advanced certification through MIT's Sustainability Program, the Port is well-positioned to meet the ambitious goals of this initiative.

During the Kick-Off Meeting, participants discussed key objectives of the Net Zero Emissions Strategy Update and Implementation Plan, including:

1. Conducting a mobile emissions inventory,
2. Updating the Net Zero Emissions Strategy,
3. Preparing a workforce development plan,
4. Developing a resiliency strategy to assess climate risks and vulnerabilities, and
5. Creating an actionable implementation plan for decarbonizing and electrifying Port operations.

The meeting also highlighted the collaborative support of EPA Administrator Michelle Lastimoza and her team, who have been instrumental in ensuring the Port's alignment with national climate and air quality goals. By enhancing climate resilience and improving air quality, we're building a more sustainable future for Guam. The initiative also prioritizes community engagement, which will play a critical role in shaping the Port's sustainability and resiliency efforts. The Kick-Off Meeting served as a platform to gather input and build momentum as the Port begins implementation. The Port Authority of Guam remains steadfast in its commitment to environmental stewardship and innovative planning. This project is a major step forward in achieving the goals of its Sustainability and Resiliency Plan and reducing emissions across its operations.

4. **Port Earns 5-Year Certification for Temporary Hazardous Duty Pay.** The Port Authority of Guam (PAG) is proud to announce that it has successfully passed its 5-Year Certification for Temporary Hazardous Duty Pay following a thorough inspection conducted by officials from the Guam Department of Labor (GDOL) on January 16, 2025.

During the inspection, labor officials conducted an on-site review of Port operations, observing employees across various divisions, including Port Police, Facility Maintenance, Terminal Operations, and Stevedoring, as they performed their duties in hazardous working conditions. The certification reaffirms the Port's compliance with all requirements for hazardous duty pay and recognizes the unique challenges and risks faced by Port employees in their day-to-day operations. This certification underscores the critical role our employees play in maintaining Guam's only commercial port under challenging conditions. The recognition from the Guam Department of Labor affirms our commitment to ensuring that our workforce is properly acknowledged and compensated for their efforts.

The Temporary Hazardous Duty Pay certification, issued by GDOL, is valid for a period of five years and highlights the following key divisions whose operations involve hazardous duties: Port Police, Maintenance Department, Facility Maintenance Section, Welding Section, Preventive Maintenance Section (Corrosion Control), Fleet Maintenance Division, Crane Maintenance Section, Transportation Division, Terminal Division, Stevedoring Division.

This achievement reflects the Port Authority's continued dedication to upholding workplace safety standards and ensuring the welfare of its workforce. The Port Authority of Guam remains steadfast in its mission to support Guam's economy while ensuring a safe and productive work environment for all employees.

5. **Senators Tour Port Operations and Receive GM Briefing.** On January 21, 2025 members of the Guam Legislature toured the Port's facilities to gain a deeper understanding of its operations and strategic initiatives. The delegation included Senator Jesse A. Lujan, Chairman of the Committee on Transportation, Tourism, Customs, Federal & Foreign Affairs, and Utilities, along with Senator Vincent A.V. Borja, and staff from other senatorial offices.

Following a comprehensive briefing, the senators toured key areas of Port Operations, observing firsthand the logistics and processes that keep Guam's only commercial port running efficiently. The visit provided an opportunity for open dialogue on the Port's strategic priorities, including infrastructure upgrades and the role of the Port in supporting Guam's economy and national security. These visits reflect the Port Authority of Guam's ongoing commitment to transparency, collaboration, and engagement with stakeholders to advance its mission.

- 6. Port Legal Counsel Provides Training for Newly Hired Police Officers and Armed Security Guards.** The Port Authority of Guam took a significant step in strengthening its security operations by providing comprehensive legal overview training on January 14, 2025 for the 13 newly hired members of its Port Police Division. The training was conducted by Port Staff Attorney James L. Canto II, who offered invaluable insights on critical legal topics essential to law enforcement roles. The session, held at the Port's Command Center, covered key subjects, including: search and seizure procedures, Miranda Rights and their application, probable cause and its parameters, color of law and its implications, and numerous other legal principles critical to the duties of police officers and armed security personnel.

The safety and security of our Port and community are paramount. Providing our new recruits with robust legal training ensures they are well-equipped to uphold the law and perform their duties responsibly, professionally, and in alignment with the highest standards. The recent additions to the Port Police Division include Armed Security Guards, Police Officer I, and Police Officer II roles, as part of the Port's ongoing efforts to enhance its security workforce. These new hires bring the Port closer to meeting its goals of maintaining a secure and resilient facility, safeguarding critical infrastructure, and supporting the island's economic and national security.

Attorney Canto emphasized the importance of legal knowledge in law enforcement, stating, "Understanding the legal framework governing their actions is essential for officers to make sound decisions and maintain public trust. This training is designed to ensure they are prepared for the complexities of their responsibilities." The Port Authority of Guam remains committed to providing its personnel with the tools and training needed to excel in their roles. This legal overview training is part of a larger initiative to ensure all Port Police Division members are not only highly trained but also fully prepared to handle the challenges of their positions effectively.

- 7. Port Police and Armed Security Officers Complete 40-Hour HAZWOPER Training to Enhance Emergency Preparedness.** The Port Authority of Guam is proud to announce that nine members of its Port Police and Armed Security team have successfully completed the 40-hour Hazardous Waste Operations and Emergency Response (HAZWOPER) training under OSHA Standard 29 CFR 1910.120(e). This specialized training equips personnel with the skills and knowledge needed to safely and effectively respond to hazardous materials incidents, ensuring the continued safety and security of the Port and the community.

The following officers are recognized for their dedication and achievement: Christopher Fruge, Christian Salonga, Gage Santos, Glen Topasna, Justin Cruz, Michael Duenas, Pedro Lizama, Rae Brigino, and Reggie Rechebong. HAZWOPER training is a comprehensive program mandated by the Occupational Safety and Health Administration (OSHA) for workers involved in the cleanup of hazardous waste or the response to emergencies involving hazardous substances. The 40-hour course provides participants with essential skills in hazard recognition, decontamination procedures, use of personal protective equipment (PPE), and incident command systems.

This training is a critical investment in the safety and readiness of our Port Police and Armed Security team. The completion of HAZWOPER training demonstrates their commitment to protecting not only the Port's operations, but also the environment and the health and safety of our community. The training is particularly important for the Port Authority of Guam as the island's only commercial seaport, which handles a wide range of cargo, including potentially hazardous materials. By equipping its personnel with advanced emergency response capabilities, the Port ensures it can effectively manage incidents that may arise, minimizing risks to employees, stakeholders, and the public. Emergencies involving hazardous materials require swift and knowledgeable responses. The successful completion of HAZWOPER training by our officers ensures that the Port remains prepared to handle these critical situations with the highest level of professionalism and care. Congratulations to these officers for their dedication to enhancing the Port's safety standards. Their training and expertise further strengthen the Port's position as a resilient and dependable gateway for commerce in the region.

8. **General Manager's Notes for YTD Finances.** We are providing the following summary for December 31, 2024:

REVENUES AND CARGO THROUGHPUT:

- The Port's total operating revenue as of December 31, 2024 (3 months), is \$14.2 million, which is 8.8% or \$1.4M lower than the YTD revenue budget of \$15.6 million as of December FY 2025. Total Cargo related revenue is down by 7.1% or \$897K while Facilities and other non-cargo revenue is down by 16.2% or \$473K.

- The total number of containers handled in December is 21,470, which is lower by 2.2% or 480 containers compared to last year's YTD total of 21,950 containers. The total tonnage for non-containerized cargo stands is 44K revenue tons, a 23% decrease from last year's December total of 57K revenue tons.

OPERATING EXPENSES:

- Overall operating expenses as of December 31, 2024, total \$14.8 million, which is 4%, or \$517K higher than the December FY25 budget of \$14.3 million. Some of the expenses that are high in the first three months are General Insurance, Depreciation, Repairs and Maintenance, and Agency and Management Fees.

OVERTIME EXPENSE AND DIRECT LABOR REVENUE:

- Overtime for all the divisions for the month of December is \$512K, which is 14%, or \$61K, higher than the FY25 overtime budget of \$392K. The actual OT total for the first three months of the fiscal year is also higher by 48% as compared to the first three months of last fiscal year's total of \$346K.
- The total Direct Labor revenue as of December is \$1.1 million, 7.4% or \$74K higher than the FY25 budget of \$1.0 million.

YTD OPERATING REVENUES MINUS YTD EXPENSES:

- Operating revenues minus operating expenses resulted in an operating loss of \$634K. After adding the net Other Income/Expenses totaling -\$413K, the final result for YTD December is a net loss of \$1.0 million. There are no federal reimbursements booked in the past three months as compared to a federal reimbursement budget projection of \$532K.

2018 Bond Indenture Stats as of December:

- The total days cash on hand as of December is 766 days, which is 53% higher than the 500 days requirement by Moody's rating agency.

The first months of the fiscal year normally results into lower net income or a net loss because of lower volume of cargos and increases in expenses due to retirees COLA/ Supplemental billings and other divisions prior year purchases but were billed in the subsequent fiscal year. There are currently ongoing work by vendors that are federally funded. They haven't been billed to the federal agencies, so this will be additional revenues that will be recorded in the subsequent months.

9. Status of Ongoing Awarded Grant Activities and Updates on Planned Grant Acquisitions.

- **USDHS/FEMA Port Security Grant Program. Acquisition of Port Police Personal Protective Equipment (PPE).** *Update:* Port Police is currently scheduling officers for proper fitting of PPEs with the awarded vendor.
- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.**

Update: PAG Planning and Engineering staff met with Amorient on January 17, 2025 for the 90% Design review meeting. Amorient will update the 90% Design documents and provide 90% Pre-Final Design Drawings for use for potential supplemental funding requests. 100% Design Submittal is scheduled for February 3, 2025.

- **Gantry Crane Acquisition.**

Status Quo:

USDA Direct Loan.

- PAG Finance is developing an RFP to select a lender for commercial loan financing to replace the PAG's ship-to-shore gantry cranes.
- Port team is working with local USDA office to complete the application process and the type of procurement the Port will execute.

- **MARAD Marine Highway Program.**

Update:

- **PO 20412-OS** - PAG Planning is working with Maintenance and Finance staff to process the invoice for the 180-ft. telescopic boom lift. Vendor is working to resolve minor issues with equipment upon delivery, as well as providing outstanding documents.
- **PO 19902-OS** - Nine (9) terminal yard tractors are being prepared for shipment in late January, per latest correspondence with the vendor, AMH.

- **Office of Local Defense Community Cooperation.** The PAG's recent grant application totaling \$1.45 million for its Owner's Agent/Engineer to conduct a Port Resiliency and Sustainability Study was granted by OLDCC through the Office of the Governor.

Status Quo - WSP transmitted the final draft of the Port Resiliency and Sustainability Study report to the Port for review on November 4; Port completed its review, provided comments and is awaiting FINAL report.

- **EPA Diesel Emissions Reduction Act (DERA) Program.**

Update:

- Grant application status pending review by US EPA. FY2022 DERA grant no. 98T77501 pending delivery of equipment by vendor AMH (PO 20063-OS).

- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** The USDOT Office of the Secretary, through MARAD, approved the Port's no-cost modification, reallocating funds from Pier F-1 to support repairs for Wharves F-2 through F-6.

Update:

- The environmental assessment remains active, with progress guided by consultants and pre-NEPA consultations. Monthly updates are provided to Team MARAD.
- In November 2024, PAG requested HAER numbers for Pier F-1 and Berths F2 to F6 from NPS and awaited their assignment. In January 2025, NPS requested a copy of the signed MOA between PAG and Guam SHPO, which was promptly provided, along with inquiries about large-format black-and-white photography. During the same month, Guam SHPO reviewed the HAER Mitigation Report and Photos, raising concerns about photo quality, layout, and the inclusion of URLs and in-text citations. These issues will be addressed before the final HAER report is submitted to NPS and Guam SHPO. The NPS shared a draft review letter for the HAER documentation. PAG and consultants are reviewing the draft letter and checklist in preparation for the final submission of assigned HAER numbers from the NPS.

- **Office of Insular Affairs Maintenance Assistance Program (MAP).**

Update:

- **Port Welding Shop Phase 1 & 2 Project.** The contract and PO have been signed. Notice to Proceed (NTP) commenced on December 10, 2024. Work commenced on January 22, 2025.
 - **Generator Maintenance Program.** Maintenance services are ongoing with the awarded contract to Hawthorne Pacific Corp. The PAG will submit a no-cost extension request from September 30, 2025 to May 31, 2026, to fully execute Year 3's technical service contract to fully utilize the grant funds and continue the maintenance of the gensets.
- **New Grant Award – U.S. EPA Clean Ports Program: Climate and Air Quality Planning Competition.** The U.S. EPA Clean Ports Program aims to reduce air pollution and greenhouse gas emissions at ports by supporting projects that adopt cleaner technologies and practices.

Update:

- December 19, 2024, PAG received the Notice of Award/Grant Agreement of \$2,410,415 to fund the PAG Net Zero Emissions Strategy Update and Implementation Plan project.
 - On January 16, 2025, PAG planning staff, along with its Subawardee, WSP, and Board Co-chairperson, Conchita Taitano, attended the Clean Ports Program Kick-Off meeting with U.S. EPA program staff.
 - PAG is awaiting the draft Task Order from WSP by the week of January 20, 2025.
- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**

Status Quo:

- The PAG is awaiting notice of selection under the Lead Applicant Community First Guam Federal Credit Union application, which was submitted on November 21, 2024 deadline to US EPA. Award notification are ongoing through Spring 2025.

- The three projects selected are (1) the PAG Installation of a Solar Photovoltaic (PV) System and Batteries Project, (2) the PAG Microgrid Feasibility Study Project, and (3) the PAG Route 11 Seawall Improvement Project.
- **New Grant Opportunity - 2024 NOAA Marine Debris Program- BoatUS Foundation Abandoned and Derelict Vessel (ADV) Removal Grant Program.** The Port submitted its application to BoatUS Foundation on November 21, 2024, with the revised project total of \$859,720.00, which includes the PAG's voluntary cost share of \$214,930.00. *Status Quo* - The Port is awaiting notice of selection.
- **New Grant Opportunity – Dept. of Commerce National Telecommunications and Information Administration (NTIA) Digital Equity Competitive Grant Program.**

Status Quo - The Port has submitted its application and currently awaiting NTIA review and subsequent announcement.

- **Sport Fish Restoration and Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp at Agat Marina and Harbor of Refuge Improvements.** On October 1, 2024, PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the assistance title 15.605 Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Guam Harbor of Refuge under the assistance title 15.622 Sport fishing and Boating Safety Act. Both grants were provided by the U.S. Fish and Wildlife Service through the Guam Department of Agriculture.

Status Quo - The draft MOU is currently under development by DOAg and is anticipated to be finalized in Q2 2025.

- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** On November 26, 2024, the PAG, with the assistance of its OAE WSP and subcontractor Jacobs, submitted its application to the FHWA LCTM program for its project, Port Authority of Guam Low-Carbon Transportation Materials Study, which proposes activities to

identify and test locally sourced low-carbon recycled waste materials to determine suitability for use in eligible Federal-aid projects and incorporation into future transportation plans or updates for Guam. The total project cost is \$2,309,829.00.

Update: On January 4, 2025, PAG received an application Inquiry from the FHWA LCTM Team requesting further information on the LCTM Construction component of the project proposal. PAG, WSP, and Jacobs are working together to finalize the application revisions for submission by FHWA's deadline of January 23, 2025. The revisions include a budget increase, bringing the total project cost from \$2,309,829.00 to \$7,216,910.00.

- 10. Port Revenue Bonds Project Status.** As of January 22, 2025, the attachment provides information on the status of the revenue bond projects, which include the rehabilitation of the hotel wharf, repairs and improvements to the golf pier, waterline replacement/relocation, upgrades to the EQMR building, repairs and upgrades to warehouse one, construction of a new admin annex building, and other priority projects.

Respectfully submitted,



Rory J. Respicio
General Manager

2018 Port Revenue Bonds Status Report
As of January 22, 2025

Bond Project	Total Award Amount	Total Draw Down	Total Remaining Balance	PROCUREMENT IFB/RFP/PO Number	Status
Rehabilitation of "H" Wharf	\$46,331,895.00	\$1,728,688.34	\$44,603,206.66	PO No. 17043-OF for \$2,249,945.54 awarded to GHD Inc. New Contract Amount: \$2,656,621.37 PO No. 18140-OS was issued to Sumitomo Mitsui Construction Company, Ltd. for \$46,331,895.00	Resolution No. 2024-01 authorized the PAG GM to temporarily pause H-Wharf construction, procure additional gantry cranes, and establish comprehensive strategic measures for port operational enhancement and financial reallocation. WSP is in the process of updating the design to meet the current engineering codes. The Port's submission to the FY2024 MARAD Port Infrastructure Development Program (PIDP) in the amount of over \$90M was denied. UPDATE: Status Quo
Golf Pier Repairs and Improvements	\$2,000,000.00	\$372,147.93	\$1,627,852.07	RFP No. 2019-02: A&E Design for \$484,000.17 awarded to NC Macario	Golf Pier was rendered inoperable after Typhoon Mawar. The PAG along with its OAE have developed cost estimates that are currently under review by FEMA. This review is ongoing. UPDATE: FEMA recently published the BRIC NOFO where there is a ceiling of \$2M per applicant under the State/Territory Allocation program. The other 2 programs are the Tribal States (which also has a \$2M cap) and the National Competition Program which has a cap of up to \$50M for Hazard Mitigation projects and capacity building activities.
Waterline Replacement and Relocation	\$6,000,000.00	\$3,610,727.25	\$2,389,272.75	PO No. 177900S for \$4,856,568.91 awarded to BME & Sons Inc.	Pipe installation along wharves F4 to F5 is ongoing. The first section of the new waterline near the fire water tank has been connected. UPDATED: Work has begun near the main gate to connect the new waterline and additional work that includes the installation of new fire hydrants to meet fire code standards.
EQMR Building Repairs and Upgrades	\$3,628,800.00	\$2,713,409.51	\$915,390.49	PO No. 180070S for \$3,980,000.00 awarded to JI Global Service	The repair & paint work as well as lead based paint abatement has been completed. Electrical work is ongoing. The next step is installation of the fire sprinkler system. UPDATE: Additional work has been approved that includes the installation an awning at the building's external work area.
Warehouse 1 Repairs	\$2,000,000.00	\$510,715.68	\$1,489,284.32	RFP No. 2019-03: A&E Design for \$1,406,427.48 awarded to NC Macario	The Construction IFB was published on November 25, 2024. UPDATE: The bid submission deadline was extended to January 31, 2025 to allow for a second site visit which was conducted on January 7, 2025.
Other Priority Projects 1. Repair of F-1 Fuel Pier and wharves F-2, F-3, F-4, F-5, and F-6 waterfront facilities 2. Upgrade of the Port's IT system	\$4,980,745.00	\$222,668.79	\$4,758,076.21	See status	1. Please refer to MARAD RAISE - Wharves Service Life Extension Hardening of Wharves F1-F6 for more information. 2. The TOS Upgrade scope of services is under Procurement and Legal review. UPDATE: Status Quo
Other Priority Projects - EnterpriseOne Financial Management System	\$2,500,000.00	\$2,497,129.65	\$2,870.35	See status	Module updates are ongoing for vessels and SSRS. An RFP for joint comprehensive support services with GPA, GIAA, and the lead agency GWA is ongoing. The PAG is also exploring additional applications such as employee self serve and dashboards. UPDATE: Status Quo.
New Admin. Annex Building	\$10,445,000.00	\$0.00	\$10,445,000.00	See status	Project is currently on hold pending Management decision. Engineering has been instructed to develop Scope of Work to repair concrete cracks and spalling and made a priority. UPDATE: Status Quo
Grand Total	\$77,886,440.00	\$11,655,487.15	\$66,230,952.85		



PORT OF GUAM
ATURIDAT / PUETTON GUAHAN
Jose D. Leon Guerrero Commercial Port
1026 Cabras Highway, Suite 201, Piti, Guam 96915
Telephone: 671-477-5931/5 | Facsimile: 671-477-2689
Website: www.portofguam.com




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

January 22, 2025

MEMORANDUM

To: Board of Directors

From: Rory J. Respicio, General Manager 

Subject: Abolishment of Positions under the Port's Classification and Compensation Plan

Hafa Adai! On December 20, 2024, the Board of Directors authorized management to proceed with the transparency and disclosure process for the abolishment of positions under the Port's Classification and Compensation Plan. These positions include:

1. Port Chief Engineer
2. Financial Affairs Controller
3. Supply Management Administrator
4. Inventory Management Administrator
5. Safety Technician I
6. Safety Technician II and
7. Safety Technician III

To comply with the transparency and disclosure process as mandated by 4 GCA Section 6303.1, and Rule 4.200 of the Port's Personnel Rules and Regulations, the documents were posted on the Port's website, port employees were notified, and notification was also provided to electronic and written media outlets. The postings and notifications were provided on January 7, 2025 and the deadline to submit comments was on January 22, 2025 to the Port's Human Resources Office.

The Port's Human Resources Office advised that there were no comments received by the Port employees, or the general public regarding the abolishment of positions.

In light of the above, approval is hereby requested in having met the transparency and disclosure requirements in accordance with the statutory process.

I am available for any questions you may have.



Public Notices

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- **Creation of Position General Administration Manager - Comments Submission Extended**
- **Creation of Position Chief Financial Officer - Comments Submission Extended**
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- **Creation of Position CIP Manager**
- **Creation of Position Port Terminal Supervisor - Comments Submission Extended**
- **Creation of Position Port Terminal Worker - Comments Submission Extended**
- **Creation of Position - Port Terminal Worker**

Margret Duenas

From: Margret Duenas <mduenas@portofguam.com>
Sent: Wednesday, January 8, 2025 11:10 AM
To: Vivian C Leon; Jose G. Javellana; cflores; Clarence V. Lagutang; Paul R. Salas; Annie; Dennis J. Perez; Bernadette Meno; Shawn B. Cepeda; Jojo B. Guevara; Jesse S. Mendiola, Jr.; Roseanna T. Castro; Victor; glenn; Patrick E. Alvarez; Jose A. Ulloa; Raymond B. Santos; Junior D. Topasna; Antoinette M. Mafnas; Joshua V. Candoleta; Shine A. San Agustin; Joaquin P. Pangelinan; Alex Aflague
Cc: Carmelita G. Candoleta; Evangeline O. Castro; Frances A. Cepeda
Subject: RE: Public Notice: Abolish Classified Positions under PAG's Classification and Compensation Plan
Attachments: Notice on Abolishment of Classified Positions under PAG Classification and Compensation Plan.pdf

Hafa Adai All,

Provided for your review and/or comment is the public notice on the abolishment on classified positions under the Port's classification and compensation plan.

For immediate access, please see attached or click link <https://www.portofguam.com/news/public-notice>

Deadline to submit comments to the Human Resources Office is no later than Wednesday, January 22, 2025.

Regards - marge

From: Margret Duenas <mduenas@portofguam.com>
Sent: Tuesday, January 7, 2025 4:51 PM
To: Vivian C Leon <vcleon@portofguam.com>; Jose G. Javellana <jgjavellana@portofguam.com>; cflores <cflores@portofguam.com>; Clarence V. Lagutang <cvlagutang@portofguam.com>; Paul R. Salas <prsalas@portofguam.com>; Annie <algsablan@portofguam.com>; Dennis J. Perez <djperez@portofguam.com>; Bernadette Meno <bmeno@portofguam.com>; Shawn B. Cepeda <sbcepeda@portofguam.com>; Jojo B. Guevara <jbguevara@portofguam.com>; Jesse S. Mendiola, Jr. <jsmendiola@portofguam.com>; Roseanna T. Castro <rtcastro@portofguam.com>; Victor <vmcamacho@portofguam.com>; glenn <gbnelson@portofguam.com>; Patrick E. Alvarez <pealvarez01@portofguam.com>; Jose A. Ulloa <jaulloa01@portofguam.com>; Raymond B. Santos <rbsantos@portofguam.com>; Junior D. Topasna <jdtopasna01@portofguam.com>; Antoinette M. Mafnas <ammafnas@portofguam.com>; Joshua V. Candoleta <jvcandoleta@portofguam.com>; Shine A. San Agustin <sasanagustin@portofguam.com>; Joaquin P. Pangelinan <jppangelinan@portofguam.com>; Alex Aflague <ajaflague@portofguam.com>
Cc: Carmelita G. Candoleta <cgcandoleta@portofguam.com>; Evangeline O. Castro <eocastro@portofguam.com>; Frances A. Cepeda <facepeda@portofguam.com>
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From: Margret Duenas <mduenas@portofguam.com>
Sent: Wednesday, January 8, 2025 11:07 AM
To: life; news; gerrypartido; news; editor; mar vic cagurangan; john; michael weakley; kstokish; kishfm102 9; Tricia Granillo; taentgu; Kandit News Group; production; raygibson; Nestor Licanto; Anne Anulao; senatorlujan
Subject: RE: Public Notice: Abolish Classified Positions under PAGs Classification & Compensation Plan
Attachments: Notice on Abolishment of Classified Positions under PAG Classification and Compensation Plan.pdf

PUBLIC NOTICE

Abolish Classified Positions Under the Port Authority of Guam's Classification and Compensation Plan

Piti, Guam, January 7, 2025: In compliance with Title 4 of the Guam Code Annotated (GCA), the public is notified of the Port's request for the abolishment of classified positions under the Port Authority of Guam's classification and compensation plan.

Request to the Board of Directors and supporting documents are available on the Port's website under "Public Notices" <https://www.portofguam.com/news/public-notice>, for public review and comment.

Please submit your comments to the Human Resources Division no later than Wednesday, January 22, 2025. For more information, please contact the Human Resources Division at 671-477-5931/4, ext. 244 - 249.

-30-

(See Attached)

From: Margret Duenas <mduenas@portofguam.com>
Sent: Tuesday, January 7, 2025 4:51 PM
To: life <life@guampdn.com>; news <news@guampdn.com>; gerrypartido <gerrypartido@gmail.com>; news <news@sorensenmediagroup.com>; editor <editor@postguam.com>; mar vic cagurangan <mar_vic_cagurangan@yahoo.com>; john <john@postguam.com>; michael weakley <michael.weakley@guam.gov>; kstokish <kstokish@gmail.com>; kishfm102 9 <kishfm102.9@gmail.com>; Tricia Granillo <tgranillo@amibrokers.com>; taentgu <taentgu@gmail.com>; Kandit News Group <news@kanditnews.com>; production <production@joyfmradio.net>; raygibson <raygibson@gmail.com>; Nestor Licanto <nlicanto@guampdn.com>; Anne Anulao <aanulao@amibrokers.com>; senatorlujan <senatorlujan@guamlegislature.org>
Subject: Public Notice: Abolish Classified Positions under PAGs Classification & Compensation Plan

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Sent: Tuesday, January 7, 2025 4:51 PM
To: life; news; gerrypartido; news; editor; mar vic cagurangan; john; michael weakley; kstokish; kishfm102 9; Tricia Granillo; taentgu; Kandit News Group; production; raygibson; Nestor Licanto; Anne Anulao; senatorlujan
Subject: Public Notice: Abolish Classified Positions under PAGs Classification & Compensation Plan
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(See Attached)



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- **[Creation of Position Port Terminal Worker - Comments Submission Extended](#)**
- **[Creation of Position - Port Terminal Worker](#)**

PORT AUTHORITY OF GUAM

JOSE D. LEON GUERRERO COMMERCIAL PORT

1026 Cabras Highway, Suite 201 Piti, GU 96915

Phone: (671) 477-5931 Fax: (671) 477-2689

Website: www.portofguam.com



PUBLIC NOTICE

Abolish Classified Positions Under the Port Authority of Guam's Classification and Compensation Plan

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PORT OF GUAM
ATURIDAT / PUETTON GUAHAN
Jose D. Leon Guerrero Commercial Port
1026 Cabras Highway, Suite 201, Piti, Guam 96915
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Website: www.portofguam.com



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

January 7, 2025

MEMORANDUM

To: Division Heads

From: Rory J. Respicio, General Manager 

Subject: Notice to Abolish Classified Positions Under the Port Authority of Guam's Classification and Compensation Plan

Hafa Adai! Public Law 30-43 adopted the Port's Personnel Rules and Regulations Rule 4.200, *Amendment of Maritime Positions Unique to Port Operations and Certified Technical and Professional Positions*, authorizes the General Manager to request the Board of Directors to amend, including but not limited to deleting, adding or modifying positions on the approved list of the Authority's Maritime Positions Unique to Port Operations, and Certified, Technical and Professional Positions.

The request shall include the justification for the deletion and the need to comply with the transparency and disclosure process by posting the request on the Port's website for ten (10) days (Saturdays, Sundays and Government of Guam holidays excepted). After posting, the General Manager shall forward the request, along with the evidence that prompt notice of the positing was provided to each newspaper of general circulation and broadcasting station which airs a regular local news program within Guam, to the Board. The Board shall approve, disapprove or amend the request at any regularly scheduled meeting or at a special meeting called for this purpose.

Since 2007, the Board of Directors created new positions and amended several job specifications to ensure that its current organizational structure aligns with the Authority's operational goals and objectives.

A review of the Port Classification and Compensation Occupational Listing of Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions revealed the following positions' duties and responsibilities are either duplicated, obsolete or no longer expected to be utilized by the Port Authority of Guam. Such positions include: Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III.

Rule 4.200, *Amendment of Maritime Positions Unique to Port Operations and Certified Technical and Professional Positions*, of the Rules and Regulations would need to be complied with regarding transparency and disclosure. The requirements of this Rule are as follows:

1. The petition for abolishment of position is posted on the Port's website for 10 days (Saturdays, Sundays and Government of Guam holidays excepted.)
2. Notices of the postings are provided to each newspaper of general circulation and broadcasting station which airs a regular local news program within Guam.

Subject: Notice to Abolish Classified Positions Under the Port Authority of Guam's Classification and Compensation Plan

Page 2

After the transparency process has been completed, the General Manager shall forward the petition, along with evidence of compliance to the Board of Directors. If the Board is satisfied that all requirements have been met, the petition for abolishment of positions is approved by resolution, which copies is transmitted to the Director of Administration and Guam Legislative Secretary.

Upon meeting the above requirements, the abolished positions from the Port's Classification and Compensation Plan Occupational Listing will take effect. However, if the Port does not comply with the requirements, the petition to abolish the classified positions shall be voided. To ensure that transparency and disclosure is provided to all parties concerned, the following processes and estimated timeframes are to be followed:

PROCESS	ESTIMATED TIMELINE
Request to be submitted to the Board for their initial review and approval to proceed with the transparency process to abolish the positions, i.e., posting such request on the Port's website.	December 20, 2024
If Board agrees to proceed with the abolishment, the request will be submitted to the division heads for review and comments.	January 7, 2025
Posting of proposed abolishment of positions on Port's website.	January 8 to 22, 2025
Notification to be provided to the electronic and written media outlets of the Port's request and its availability on the website	January 8, 2025
Request to be submitted to the Board of Directors for final approval and adoption by resolution	February 27, 2025

To provide you with an opportunity to submit your inputs on the proposed action, we have attached the petition to abolish the positions and posted the request to abolish the positions on the Port's website under the "News – Public Notices" <https://www.portofguam.com/news/public-notice> for your review and comments.

Please submit your comments, if any, to the Human Resources Division no later than Wednesday, January 22, 2025.

Should you have any questions, please contact the Human Resources Division at 671-477-5931/4, extensions 244 to 249. *Si Yu'os Ma'ase.*

Attachments

Cc: Deputy General Manager, Administration & Finance
Deputy General Manager, Operations & Maintenance
Acting Personnel Services Administrator
Corporate Services Manager

PETITION TO ABOLISH CLASSIFIED POSITIONS UNDER THE PORT CLASSIFICATION & COMPENSATION LISTING OF MARITIME POSITIONS UNIQUE TO PORT OPERATIONS, CERTIFIED, TECHNICAL OR PROFESSIONAL POSITIONS

REQUEST:

The General Manager requested the Board of Directors to begin the transparency and disclosure process to abolish the following positions in the classified service under the Port Compensation and Classification Plan:

1. Port Chief Engineer
2. Financial Affairs Controller
3. Supply Management Administrator
4. Inventory Management Administrator
5. Safety Technician I
6. Safety Technician II
7. Safety Technician III

On December 20, 2024, the Board of Directors approved Resolution 2024-21, *Relative to Requesting for Abolishment of Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III Positions under Port Authority of Guam's Classification and Compensation Plan.*

AUTHORITY:

Public Law 30-43 adopted the Port's Personnel Rules and Regulations Rule 4.200, *Amendment of Maritime Positions Unique to Port Operations and Certified Technical and Professional Positions*, authorizes the General Manager to request the Board of Directors to amend, including but not limited to deleting, adding or modifying positions on the approved list of the Authority's Maritime Positions Unique to Port Operations, and Certified, Technical and Professional Positions. The petition shall include justification to abolish the position, the essential details concerning the abolishment of the position, fiscal note and any other pertinent information.

The petition shall be posted on the Port's website for ten (10) days (Saturdays, Sundays, and Government of Guam holidays excepted.) After the posting, the General Manager shall forward the petition, along with evidence of his compliance with Title 4, GCA, Section 6303.1(a) to the Board, who if they approve the same, shall approve the petition by resolution and file the petition and resolution for record with the Director of Administration and the Legislative Secretary.

The transparency and disclosure process shall include:

- A. Prompt notice of the postings required by Title 4, GCA, Section 6205 and 6303 shall be provided to each newspaper of general circulation and broadcasting station which airs a regular local news program within Guam.
- B. The petitions required by Title 4, GCA, Sections 6205 and 6303 are public documents for purposes of Title 5, GCA, Chapter 10, Article 1 (The Sunshine Law).
- C. Any attempted abolishment of positions not in compliance with the provisions of Title 4, GCA, Section 6205, 6303 and 6303.1(a) is void.

References of Compliance:

2 GCA §9101, Restrictions Against Unfunded Appropriations, *"All bills that have an effect against the revenues or the expenditure of any funds of the Government of Guam shall identify a specific funding source for which funds are, in fact available..."*

4 GCA §4105(a) Departmental Rules states *"Rules subject to criteria established by this Chapter governing selection, promotion, performance, evaluation, demotion, suspension and other disciplinary action of classified employees shall be adopted by the Board of Directors of the...Jose D. Leon Guerrero Commercial Port...with respect to personnel matters within their respective Branches, agencies, public corporations or departments, and by the Director of Administration as to all other Executive Branch employment."*

4 GCA §4101.1(d). Responsibilities of the Director of Administration Regarding Personnel Policy of the Government, states *"The Director of Administration shall perform the following functions...(d) Maintain, post and keep current the Department's website a list of all classified and unclassified positions in the executive branch, including autonomous agencies and public corporations, showing the job descriptions and pay range assigned to each position..."*

4 GCA §6301. Compensation Policy.

- (1) "Employee compensation shall be based on internal equity and external competitiveness.
- (2) To the extent practical, compensation will be targeted at the U.S. National Average levels compared to the appropriate labor markets and account taken of the relevant economic factors.
- (3) Internal equity shall be reviewed annually and external competitiveness at least every three (3) years.
- (4) Compensation structures and administrative policies shall be recognized and reward individual employees commensurate with performance.
- (5) All aspects of compensation (base salaries, benefits, pay differentials, and other factor(s)) will be considered as a total reward and incentive package for employees and shall be consistent and uniformly administered through the government.
- (6) A program of ongoing communication and training shall be a critical component of compensation administration."

AGENCY BACKGROUND, CLASSIFICATION REVIEW & ANALYSIS OF SIMILARITIES & DIFFERENCES:

On December 2, 2024, the Board of Directors approved Resolution 2024-21, *Relative to Requesting to Abolish the Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III under the Port Authority of Guam's Classification and Compensation Plan*

Since 2007, the Board of Directors created new positions and amended several job specifications to ensure that its current organizational structure aligns with the Authority's operational goals and objectives.

The following creation of positions and amendment of job specifications under the Maritime Positions Unique to Port Operations, and Certified, Technical and Professional Positions under the Port’s Classification and Occupational Listing impacted the job specifications for the Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III:

1. On May 31, 2024, the Board of Directors approved the amendment of the Capital Improvement Projects & Engineering Manager via Resolution 2024-06. The nature of work for this position administers the activities of the Engineering and Capital Improvement Project divisions.
2. On April 6, 2023, the Board of Directors approve the creation of the Chief Financial Officer via Resolution 2023-01. The nature of work for this position administers the activities of the Financial Affairs Division.
3. On September 28, 2023, the Board of Directors authorized management to proceed with the transparency and disclosure process to create the position of Assistant Procurement & Supply Manager. The nature of work for this position assists the Procurement & Supply Manager administer the daily work activities of the Procurement, Supply and Contract Management sections under the Procurement & Supply Division.
4. The Port’s Occupational Listing when approved by Public Law 30-43 on July 2, 2009 included the series of position for the Safety Technician and Safety Inspector. The nature of work for these positions are identical.

Such positions are duplicated, obsolete and no longer expected to be utilized by the Port Authority of Guam. As such, it is recommended that the positions of Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III be abolished and removed from the Port’s Classification and Compensation Occupational Listing.

FISCAL NOTE:

The structural minimum adjustment for recommended positions to be abolished would result in a savings to the Port Authority of Guam as noted below:

Position Title	Pay Grade/Step	Structural Minimum Adjustment
Port Chief Engineer	P-10C	\$148,298.00
Financial Affairs Controller	N-9C	\$108,721.00
Supply Management Administrator	L-8A	\$85,421.00
Inventory Management Administrator	L-6B	\$79,674.00
Safety Technician I	E-10A	\$34,192.00
Safety Technician II	G-10B	\$41,786.00
Safety Technician III	I-10B	\$51,923.00
TOTAL		\$550,015.00

RECOMMENDATION:

Our review has determined that the following positions be abolished under the Maritime Positions Unique to Port Operations and Certified, Technical and Professional Positions under the Port's Classification & Compensation Plan:

1. Port Chief Engineer
2. Financial Affairs Controller
3. Supply Management Administrator
4. Inventory Management Administrator
5. Safety Technician I
6. Safety Technician II
7. Safety Technician III

It is further recommended that the Board of Directors abolish the above positions in the classified service under the Port Classification and Compensation Plan.

BOARD OF DIRECTORS

*Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary*



Resolution No. 2024-21

RELATIVE TO REQUESTING FOR ABOLISHMENT OF PORT CIVIL ENGINEER, FINANCIAL AFFAIRS CONTROLLER, SUPPLY MANAGEMENT ADMINISTRATOR, INVENTORY MANAGEMENT ADMINISTRATOR, SAFETY TECHNICIAN I, SAFETY TECHNICIAN II AND SAFETY TECHNICIAN III POSITIONS UNDER PORT AUTHORITY OF GUAM'S CLASSIFICATION AND COMPENSATION PLAN.

BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:

WHEREAS, Public Law 30-43 adopted the Port Authority of Guam's Personnel Rules and Regulations and Port Classification and Compensation Plan for its Maritime Positions Unique to Port Operations, and Certified, Technical and Professional Positions; and

WHEREAS, Section 4.200, *Amendment of Maritime Positions Unique to Port Operations and Certified Technical and Professional Positions*, of the Personnel Rules and Regulations authorizes the General Manager to request the Board of Directors to amend, including but not limited to deleting, adding or modifying positions on the approved list of the Authority's Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions; and

WHEREAS, the process shall include the justification to delete and need to comply with the transparency and disclosure process by posting the request on the Port Authority's website for ten (10) days (Saturdays, Sundays and Government of Guam holidays excepted); and

WHEREAS, after posting, the General Manager shall forward the request along with evidence that prompt notice of the posting was provided to each newspaper of general circulation and broadcasting station which airs a regular local news program within Guam, to the Board of Directors; and

WHEREAS, the Board shall approve, disapprove or amend the request at any regularly scheduled meeting or at a special meeting called for this purpose; and

WHEREAS, since 2007, the Board of Directors have created new positions and amended several job specifications under the Port's Classification and Compensation Plan to ensure that its current organizational structure aligns with the Authority's operational goals and objectives; and

WHEREAS, a review of the Port Classification and Compensation Occupational Listing of Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions revealed the following positions' duties and responsibilities are either duplicated, obsolete or no longer expected to be utilized by the Port Authority of Guam. Such positions include: Port Civil Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II, and Safety Technician III; and

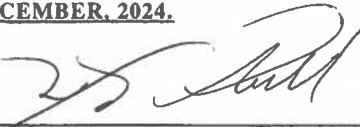
WHEREAS, it would be beneficial for the Port to proceed with the transparency and disclosure process to abolish these positions listed above; now therefore, be it

RESOLVED, that the General Manager is authorized to proceed with transparency and disclosure process to abolish the job specifications of Port Civil Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III positions in the classified service under the Port's Classification and Compensation Plan for Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions pursuant to applicable statutory law and the Personnel Rules and Regulations; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 20th DAY OF DECEMBER, 2024.


DOROTHY P. HARRIS
Chairperson, Board of Directors
Port Authority of Guam


FE R. VALENCIA-OVALLES
Secretary, Board of Directors
Port Authority of Guam



BOARD OF DIRECTORS

*Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary*



Resolution No. 2025-01

RELATIVE TO MEMORIALIZING EFFORTS TO ENHANCE REVENUE SINCE 2019 AND IMPLEMENTING A METHODOLOGY IN ORDER TO SECURE CONTINUED REVENUE SUSTAINABILITY FOR THE JOSE D. LEON GUERRERO COMMERCIAL PORT.

BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:

WHEREAS, the Port Authority of Guam serves as a critical economic hub for Guam, facilitating trade, commerce, and transportation essential to the island’s development and resilience; and

WHEREAS, the Port has successfully maintained financial stability despite external challenges such as the COVID-19 pandemic and rising operational costs, demonstrating strong management and operational resilience; and

WHEREAS, the Port Authority of Guam has implemented various initiatives to enhance revenue and sustain operations, including but not limited to:

- Adjusting operational expenditures to ensure continued financial stability;
- Continuing to pursue federal and local funding opportunities;
- Ensuring tenant agreements and lease terms are updated pursuant to Public Law 30-19;
- Continuing to streamline operations and adopting cost-saving measures; and

WHEREAS, the Board recognizes the importance of ensuring the Port remains competitive, resilient, and compliant with regulatory requirements while addressing fiscal challenges; and

WHEREAS, the Board further acknowledges the need for transparency, inclusivity, and data-driven decision-making through a revenue enhancement methodology to guide efforts in sustaining revenue and implementing future strategies; and

WHEREAS, the labor rates under the Port Terminal Tariff were last updated on October 1, 2020, by the Public Utilities Commission, and provided herein are those 2020 labor rates; and

Personnel	Straight Time	Over Time	O/T Differ.	Holiday Differ.	Night Shift Diff.
Account Technician	\$45.06	\$67.59	\$22.54	\$30.04	\$3.00
Auto Mechanics	\$56.49	\$84.73	\$28.24	\$37.65	\$3.76
Cargo Checkers	\$57.05	\$85.57	\$28.52	\$38.03	\$3.80
Carpenters	\$44.78	\$67.17	\$22.39	\$29.86	\$2.99
Clerks	\$36.38	\$54.57	\$18.19	\$24.26	\$2.43
Crane Mechanic	\$65.44	\$98.17	\$32.72	\$43.63	\$4.36
Crane Operator	\$65.44	\$98.17	\$32.72	\$43.63	\$4.36
Diesel Mechanic	\$71.83	\$107.75	\$35.92	\$47.88	\$4.79
Electrician	\$59.34	\$89.01	\$29.67	\$39.56	\$3.97
Equipment Operator	\$61.05	\$91.57	\$30.52	\$40.70	\$4.07
Painters	\$47.30	\$70.95	\$23.65	\$31.54	\$3.16
Plumbers	\$53.54	\$80.32	\$26.78	\$35.70	\$3.57
PM Mechanic	\$56.49	\$84.73	\$28.24	\$37.65	\$3.76
Riggers	\$51.89	\$77.83	\$25.95	\$34.58	\$3.46
Safety Officers	\$57.33	\$85.99	\$28.66	\$38.22	\$3.83
Security Guards	\$35.78	\$53.69	\$17.90	\$23.86	\$2.38
Stevedores	\$52.41	\$78.60	\$26.19	\$40.37	\$4.04
Welders	\$61.15	\$91.72	\$30.57	\$40.78	\$4.89



WHEREAS, the salary rates for these classifications have evolved since 2020, and provided herein at the labor rates for 2025:

Personnel	Straight Time	Over Time	O/T Differ.	Holiday Differ.	Night Shift Diff.
Account Technician	\$56.71	\$85.07	\$28.36	\$38.00	\$5.67
Auto Mechanics	-	-	-	-	-
Cargo Checkers	\$64.02	\$96.02	\$32.01	\$42.89	\$6.40
Carpenters	\$54.41	\$81.61	\$27.20	\$36.45	\$5.44
Clerks	\$40.30	\$60.45	\$20.15	\$27.00	\$4.03
Crane Mechanic	\$72.69	\$109.04	\$36.35	\$48.70	\$7.27
Crane Operator	\$70.36	\$105.54	\$35.18	\$47.14	\$7.04
Diesel Mechanic	\$71.22	\$106.84	\$35.61	\$47.72	\$7.12
Electrician	\$71.77	\$107.65	\$35.88	\$48.08	\$7.18
Equipment Operator	\$65.51	\$98.27	\$32.76	\$43.89	\$6.55
Painters	\$47.35	\$71.02	\$23.67	\$31.72	\$4.73
Plumbers	\$54.41	\$81.61	\$27.20	\$36.45	\$5.44
PM Mechanic	\$78.17	\$117.26	\$39.09	\$52.38	\$7.82
Riggers	\$57.79	\$86.69	\$28.90	\$38.72	\$5.78
Safety Officers	\$54.44	\$81.65	\$27.22	\$36.47	\$5.44
Security Guards	\$67.37	\$101.05	\$33.68	\$45.14	\$6.74
Stevedores	\$69.65	\$104.48	\$34.83	\$46.67	\$6.97
Tariff Technician	\$63.94	\$95.91	\$31.97	\$42.84	\$6.39
Vessel Planner	\$92.91	\$139.37	\$46.46	\$62.25	\$9.29
Welders	\$70.90	\$106.36	\$35.45	\$47.51	\$7.09

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Port Authority of Guam formally recognizes and memorializes the efforts undertaken since 2019 to enhance revenue and directs the implementation of the revenue enhancement methodology as a guiding principle for future initiatives; and be it further

RESOLVED, that the Board recognizes the need to align labor charge-out rates with actual operational costs as outlined within the existing tariff structure. To achieve this, the General Manager shall:

1. Develop a Sliding Implementation Plan:
 - o Propose a phased approach to adjust the 2008 labor charge-out rates incrementally over a specified timeline to minimize the impact on stakeholders while ensuring adherence to the tariff.
 - o Ensure the plan is guided by current actual salaries.
 - o Engage with tenants, customers, and employees to explain the necessity and process of implementing the adjustments.
2. Monitoring and Accountability:
 - o Establish a review process to assess the progress of rate adjustments, ensuring compliance with the tariff and alignment with operational needs.
 - o Report findings and recommendations to the Board for approval and resolution to the Public Utilities Commission for approval; and be it further

RESOLVED, that the General Manager shall submit the proposed implementation plan to the Board for review and approval to proceed to the Public Utilities Commission (PUC) for ultimate approval, ensuring alignment with the Port's long-term operational and financial sustainability goals; and be it further

RESOLVED, that the revenue enhancement methodology shall serve as the foundation for all revenue-related decision-making and shall include the following key components:

1. Stakeholder Engagement:
 - o Actively engage tenants, customers, employees, and other relevant stakeholders to gather input on potential initiatives.
 - o Facilitate transparent discussions through appropriate engagement methods.
2. Information Gathering:
 - o Collect and review internal and external data to inform decision-making.



3. Analysis and Synthesis:
 - o Identify common themes, opportunities, and challenges from stakeholder feedback and data analysis.
 - o Evaluate the potential benefits, risks, and impacts of proposed measures.
4. Recommendations and Reporting:
 - o Compile findings into a detailed report, presenting clear, evidence-based recommendations for Board consideration.
 - o Include actionable timelines and implementation strategies to ensure accountability.
5. Implementation and Communication:
 - o Ensure stakeholder feedback is incorporated into the final implementation plan.
 - o Communicate decisions and progress transparently to build trust and alignment; and be it further

RESOLVED, that the Board directs the General Manager to build upon these efforts by:

1. Developing a comprehensive Revenue Enhancement Methodology that identifies sustainable revenue streams by fully utilizing mechanisms within the tariff to ensure compliance with the existing tariff structure;
2. Pursuing federal, local, and other funding sources for infrastructure projects such as gantry crane replacement, fuel pier upgrades, facility improvements, and necessary terminal yard equipment acquisition;
3. Documenting and reporting the financial impacts of the initiatives taken since January 8, 2019 to serve as a baseline for future strategies;
4. Maintaining transparent communication with stakeholders to foster collaboration and shared responsibility in revenue generation efforts; and be it further

RESOLVED, that:

1. The General Manager shall provide monthly updates to the Board on the progress of revenue enhancement initiatives, funding pursuits, and stakeholder engagement efforts;
2. All initiatives shall align with the Port's sustainability goals, including zero-emission and zero-waste objectives, to ensure long-term environmental stewardship and operational resilience;
3. The General Manager shall maintain transparent communication with tenants, customers, and other stakeholders to foster collaboration and shared responsibility in achieving the Port's objectives, and be it further

RESOLVED, that the Board of Directors of the Port Authority of Guam formally adopts this resolution and directs the General Manager to execute the outlined initiatives; and be it further

RESOLVED, that the Chairperson certify, and the Secretary attest to, the adoption hereof, and that copies of the same be transmitted to Governor Lou Leon Guerrero, Lieutenant Governor Josh Tenorio, Speaker Frank Blas Jr., Port Legislative Oversight Chairperson Senator Jesse Anderson Lujan, and all members of the 38th Guam Legislature.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 23rd DAY OF JANUARY, 2025.

DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

FE R. VALENCIA-OVALLES
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM



BOARD OF DIRECTORS

Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary



Resolution No. 2025-02

RELATIVE TO ESTABLISHING PROVISIONS FOR THE CONTINUATION OF FY2025 BUDGET ALLOCATIONS AND BUDGET CEILING ADJUSTMENTS FOR FY2026 AND FY2027, IF NECESSARY, TO ENSURE OPERATIONAL CONTINUITY, AND AUTHORIZING THE GENERAL MANAGER TO TEMPORARILY EXERCISE BOARD POWERS TO MAINTAIN OPERATIONAL CAPACITY IN THE EVENT OF QUORUM ISSUES DUE TO THE 38TH GUAM LEGISLATURE'S FAILURE TO CONFIRM GOVERNOR LOU LEON GUERRERO'S NOMINEES, RESULTING IN AN INSUFFICIENT CONSTITUTION OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT BOARD MEMBERS.

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE PORT AUTHORITY OF GUAM:

WHEREAS, pursuant to 12 GCA § 10109, the Board of Directors of the Port Authority of Guam is required to maintain the Port Authority Fund to ensure the operations and obligations of the Authority are met; and

WHEREAS, the Board's duties are mandated by 12 GCA § 10104, and its powers are defined by 12 GCA § 10105, which includes the administration and development of the Port's infrastructure, policies, and finances; and

WHEREAS, the General Manager, as the chief executive officer of the Port Authority of Guam, is mandated by 12 GCA § 10106 to ensure the maintenance, operation, and development of the Port's administration and business affairs and to enforce the Board's rules and regulations; and

WHEREAS, the annual budget for FY2024 has been duly promulgated and serves as the financial blueprint for the administration of the Port Authority Fund; and

WHEREAS, to ensure operational continuity, the FY2024 budget shall serve as the default financial framework in the event no superseding annual budget is adopted by the Board for FY2026, FY2027, or subsequent fiscal years; and

WHEREAS, the General Manager is authorized to exercise discretion to increase spending over and above the FY2024 budget by an amount calculated at up to three percent (3%) compounded annually for each fiscal year subsequent to FY2024 in the absence of a new budget; and

WHEREAS, during periods when the Board of Directors lacks a quorum due to an insufficient constitution of its members, and when potential members sufficient to attain quorum are pending legislative confirmation, the General Manager is authorized to present necessary matters to the Guam Public Utilities Commission for approval, as required under 12 GCA § 12004 and PAG Docket Order 09-01, now, therefore, be it

RESOLVED, that in the unfortunate event the Legislature fails to confirm the Governor's nominees, preventing the Board from meeting due to an insufficient constitution, the following objectives are adopted as the foundational framework for the General Manager's operations to ensure the Port's continued success and alignment with its mission:

1. The FY2024 budget shall continue to serve as the operational and financial framework for the Port Authority of Guam in the absence of a superseding annual budget, unless otherwise directed by the Board.
2. The General Manager is authorized to administer the FY2024 budget and exercise discretion to increase spending up to three percent (3%) compounded annually for each fiscal year subsequent to FY2024, ensuring financial adaptability and operational sustainability.
3. In the event of a lack of quorum within the Board, the General Manager is empowered to present matters requiring Guam Public Utilities Commission approval without prior Board authorization, pursuant to 12 GCA § 12004 and PAG Docket Order 09-01.



4. The Board, through the adoption of this resolution, underscores the continued prioritization of infrastructure modernization efforts, including updates to the Master Plan, gantry crane replacement, Hotel Wharf rehabilitation, and fuel pier upgrades, and the General Manager shall continue to explore federal and local grant opportunities to fund these projects.
5. The Board directs the General Manager to develop and implement revenue enhancement methodologies, including mechanisms within the tariff for full utilization, and to strategize balancing operational costs with revenue growth.
6. The Board shall ensure compliance with all applicable laws and PUC orders by updating internal policies, reviewing procurement procedures, and implementing equitable workload distribution practices through desk audits.
7. The General Manager is instructed to advance the Port's zero-emission and zero-waste goals by investing in green technology and establishing community partnerships for environmental stewardship programs.
8. Workforce development initiatives, including employee training, cross-training, and mentorship programs, shall be enhanced to improve operational efficiency and adaptability.
9. The Board commits to community engagement by fostering public-private partnerships, maintaining transparent communication with stakeholders, and collaborating with local businesses and organizations.
10. Contingency and resilience planning shall be strengthened to address natural disasters, global supply chain disruptions, and cybersecurity threats to the Port's operations.
11. The Board supports strategic partnerships with federal agencies and regional ports to align with Guam's broader economic and national security goals; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF
DIRECTORS THIS 23rd DAY OF JANUARY, 2025.**

**DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**

**FE R. VALENCIA-OVALLES
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**



BOARD OF DIRECTORS

*Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary*



Resolution No. 2025-03

RELATIVE TO APPROVING LEASE RATES FOR REAL PROPERTIES LOCATED AT THE JOSE D. LEON GUERRERO COMMERCIAL PORT FOR COMPLIANCE WITH PUBLIC LAW 30-19.

BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:

WHEREAS, the duties of the Board of Directors of the Port Authority of Guam, as described in 12 GCA § 10104(f), include that the Board of Directors shall control, manage, and have jurisdiction over all government of Guam lands within the boundaries of Cabras Island and Drydock Island, except for any United States or Territorial Parks System land therein; and

WHEREAS, the Board of Directors of the Port Authority of Guam has historically tasked the General Manager to determine the best and highest use for parcels of Port real property that may or may not be essential to Port functions, and to enter into, manage, and maintain lease agreements with any person, firm, association, or corporation for various real properties as would serve the best interests of the Port Authority of Guam; and

WHEREAS, Public Law 30-19 acknowledges that the Port Authority of Guam owns interest in, and historically leases for profit, various office, warehouse, open yard, and telecommunications spaces; and Public Law 30-19 establishes a formula that the Port is legally required to follow for the periodic calculation of increases in property lease rates to be charged by the Port; and

WHEREAS, Public Law 30-19 directs that, every three (3) years, the Port shall conduct an assessment to determine the rental value of Port real properties, and that the Board of Directors shall be required to set lease rates, at a minimum, at a ten percent (10%) increase over the previously charged rate, or at the rental amount determined by the most recent assessment, whichever is greater; and

WHEREAS, there is currently an established lease rate in effect pursuant to a prior rental property assessment and lease rate adjustment; however, an updated commissioned property valuation assessment to determine present-day market-level rental rates for Port real properties is currently ongoing and expected to be completed within the first quarter of 2025; and

WHEREAS, Public Law 30-19 directs that, after sixty (60) day notice period is afforded to the public regarding the updated lease rates, that is, at whichever increase is the greater of either the rates determined by the periodic assessment or ten percent (10%), and given the Board’s prior approval, the new lease rates will become effective immediately upon the expiration of that sixty (60) day public notice period; and

WHEREAS, it would be beneficial for the Port to proceed with the above-described process with the understanding that the Board is required by Public Law 30-19 to approve either one or the other rate increase, whichever is greater; now therefore, be it

RESOLVED, that pursuant to the controlling requirement of Public Law 30-19, the Board of Directors of the Port Authority of Guam hereby approves the increase of Port real property lease rates (*i.e.*, for office, warehouse, open yard, and telecommunication equipment spaces) as determined by the forthcoming rental property valuation assessment or by ten percent (10%), whichever is greater, and authorizes the General Manager to execute the implementation and administration of the appropriate Port real property lease rates immediately upon the completion of the required public notice and expiration of the required sixty (60) day public notice period; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 23rd DAY OF JANUARY, 2025.

**DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**

**FE R. VALENCIA-OVALLES
BOARD SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**



BOARD OF DIRECTORS

*Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary*



Resolution No. 2025-04

RELATIVE TO MEMORIALIZING THE GENERAL MANAGER’S EXECUTION OF A LEASE AGREEMENT BETWEEN THE PORT AUTHORITY OF GUAM AND BLACK CONSTRUCTION CORPORATION TO SUPPORT THE GLASS BREAKWATER REPAIR PROJECT, A CRITICAL INFRASTRUCTURE PROJECT TO ENSURE OPERATIONAL CONTINUITY FOR THE JOSE D. LEON GUERRERO COMMERCIAL PORT AND NAVAL BASE GUAM.

BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:

WHEREAS, the duties of the Board of Directors of the Port Authority of Guam, as described in 12 GCA § 10104(f), include that the Board of Directors shall control, manage, and have jurisdiction over all government of Guam lands within the boundaries of Cabras Island and Drydock Island, except for any United States or Territorial Parks System land therein; and

WHEREAS, the Board of Directors of the Port Authority of Guam has historically tasked the General Manager to determine the best and highest use for parcels of Port real property that may or may not be essential to Port functions, and to enter into, manage, and maintain lease agreements with any person, firm, association, or corporation for various real properties as would serve the best interests of the Port Authority of Guam; and

WHEREAS, Glass Breakwater bounds the northern side of Apra Harbor and serves as vital protection against tides, currents, and storm surge into Apra Harbor; however, the breakwater suffered major damage from Typhoon Mawar, subjecting it to imminent breaching, and the failure of Glass Breakwater would catastrophically affect the ability of ships to enter and exit both the Jose D. Leon Guerrero Commercial Port and Naval Base Guam; and

WHEREAS, Naval Facilities Engineering Systems Command (NAVFAC), Marianas awarded a \$330.6 million contract to joint venture Tutor Perini Corporation-Nan, Incorporated (TPC-Nan) to repair the three most critically failed portions of Glass Breakwater, and TPC-Nan contracted with Black Construction Corporation to manage the execution of the construction work which will provide critical infrastructure resilience essential to the Port’s ability to function; and

WHEREAS, Black Construction Corporation requires for its construction repair work the use and occupation of certain Port real properties, specifically the Old Hawaiian Rock parcel (Lot 265-R2 & Lot 254-2) and the entirety of Hotel Wharf (Lot Parcel 3-REM) and wishes to enter a lease agreement for said parcels for a period of four (4) years with an option to lease for one (1) additional year to complete the repair project as scheduled; and

WHEREAS, as lessee, Black Construction Corporation will construct multiple warehouse and office building structures (complete with water and electrical power service) at the Old Hawaiian Rock parcel to support its operations, which will naturally cede to the Port Authority’s ownership at the conclusion of the lease agreement, and Black Construction Corporation will also pave the road to Family Beach in order to transport its concrete armor units to the breakwater; and

RESOLVED, that the Board of Directors of the Port Authority of Guam hereby acknowledges and memorializes that the General Manager of the Port Authority of Guam will imminently execute a formal, written lease agreement with Black Construction Corporation for its use and occupation of the Old Hawaiian Rock parcel and the entirety of Hotel Wharf for four (4) years, with an option to renew for one (1) additional year, at the currently established and approved open yard space rental rate (pursuant to Public Law 30-19) of fifty-six cents (\$0.56) per square foot, for the purpose of performing indispensable construction repair work upon Glass Breakwater; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 23rd DAY OF JANUARY, 2025.

**DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**

**FE R. VALENCIA-OVALLES
BOARD SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM**



BOARD OF DIRECTORS

*Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary*



Resolution No. 2025-05

RELATIVE TO APPROVING THE ABOLISHMENT OF PORT CHIEF ENGINEER, FINANCIAL AFFAIRS CONTROLLER, SUPPLY MANAGEMENT ADMINISTRATOR, INVENTORY MANAGEMENT ADMINISTRATOR, SAFETY TECHNICIAN I, SAFETY TECHNICIAN II AND SAFETY TECHNICIAN III POSITIONS UNDER PORT AUTHORITY OF GUAM'S CLASSIFICATION AND COMPENSATION PLAN AS AUTHORIZED UNDER TITLE 4, GCA, SECTION 6303.1 AND RULE 4.200 OF THE PORT'S PERSONNEL RULES AND REGULATIONS.

BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:

WHEREAS, Public Law 30-43 adopted the Port Authority of Guam's Personnel Rules and Regulations and Port Classification and Compensation Plan for its Maritime Positions Unique to Port Operations, and Certified, Technical and Professional Positions; and

WHEREAS, Section 4.200, *Amendment of Maritime Positions Unique to Port Operations and Certified Technical and Professional Positions*, of the Personnel Rules and Regulations authorizes the General Manager to request the Board of Directors to amend, including but not limited to deleting, adding or modifying positions on the approved list of the Authority's Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions; and

WHEREAS, on December 20, 2024, the General Manager petitioned the Board of Directors to proceed with the transparency and disclosure process to abolish the job specifications of Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III under the Port's Classification and Compensation Plan for Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions; and

WHEREAS, to ensure transparency and disclosure is conducted on the abolishment of the Port Chief Engineer, Financial Affairs Controller, Supply Management Administrator, Inventory Management Administrator, Safety Technician I, Safety Technician II and Safety Technician III and to comply with Title 4, Guam Code Annotated, Sections 6205, 6303 and 6303.1 and Port Personnel Rules and Regulations, the petition to abolish the positions were posted on the Port's website, port employees were notified and notification was also provided to electronic and written media outlets; and

WHEREAS, the postings and notification were provided on January 7, 2025 and deadline to submit comments was on January 22, 2025; and

WHEREAS, at the regular meeting of January 23, 2025, management re-submitted its petition to the Board of Directors advising them that the Port complied with the transparency process as mandated by Title 4, Guam Code Annotated and the Port's Personnel Rules and Regulations; now therefore, be it

RESOLVED, that the Board of Directors approve management's petition to abolish the job specifications of:

1. Port Chief Engineer
2. Financial Affairs Controller
3. Supply Management Administrator
4. Inventory Management Administrator
5. Safety Technician I
6. Safety Technician II and
7. Safety Technician III

positions in the classified service under the Port's Classification and Compensation Plan for Maritime Positions Unique to Port Operations, and Certified, Technical or Professional Positions pursuant to applicable statutory law and the Port's Personnel Rules and Regulations; and be it further

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof and that copies of the same be transmitted to the Director of Department of Administration and Legislative Secretary of the 38th Guam Legislature.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 23rd DAY OF JANUARY, 2025.

DOROTHY P. HARRIS
Chairperson, Board of Directors
Port Authority of Guam

FE R. VALENCIA-OVALLES
Secretary, Board of Directors
Port Authority of Guam



BOARD OF DIRECTORS

Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary



Resolution No. 2025-06

RELATIVE TO ESTABLISHING A GENERAL RESERVE TDOA SAVINGS ACCOUNT FOR THE PORT AUTHORITY OF GUAM.

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE PORT AUTHORITY OF GUAM:

WHEREAS, the Port Authority of Guam (Port) recognizes the need to have an unrestricted General Reserve TDOA Savings account which sets cash aside in addition to the regular bank fund balances for use when the regular cash flow is disrupted; and

WHEREAS, the savings reserves are built up over time by generating an unrestricted surplus and intentionally designating a portion of the excess cash as a reserve savings fund; and

WHEREAS, the Port realizes that it is necessary to open a Time Deposit Open Savings Account that is interest bearing with higher Interest Rates and Annual Percentage Yields as current as of January 8, 2025; and

WHEREAS, by opening such an account will accrue higher interest income; and

WHEREAS, the newly created interest bearing account has an interest rate of 3.75% with an annual percentage yield of 3.82%; and

WHEREAS, it has been determined that the unrestricted fund balance set aside to stabilize finances by providing a reserve savings account against unexpected events, losses of income, and unbudgeted expenditures; and

WHEREAS, the Port Authority is to name this reserve account as the General Reserve TDOA Savings Account; and

WHEREAS, any drawdown of funds for authorized transactions shall require two signatories; one by the General Manager and any of the three authorized signatories named herein; and

WHEREAS, the Port Authority Board of Directors has reviewed the recommendations of Port Management; now therefore, be it

RESOLVED, that the Port Authority Board of Directors authorizes for a new account to be created for the sole purpose of an Unrestricted Reserve Savings Account; and be it further

RESOLVED, that the Port Authority of Guam authorizes the Bank of Guam to establish an account for the General Reserve TDOA Savings Account; and be it further

RESOLVED, that the following individuals are the authorized signatories for the General Reserve TDOA Savings account; and be it further

1. Rory J. Respicio, General Manager
2. Dominic G. Muña, Deputy General Manager of Operations
3. Pacifico R. Martir, Deputy General Manager of Administration and Finance
4. Jose B. Guevara III, Chief Financial Officer

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of this resolution be sent to Bank of Guam.

PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 23rd DAY OF JANUARY, 2025.

DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

FE R. VALENCIA-OVALLES
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM



BOARD OF DIRECTORS

Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary



Resolution No. 2025-07

**RELATIVE TO ESTABLISHING A CRANE RESERVE SINKING FUND
TDOA SAVINGS ACCOUNT FOR THE PORT AUTHORITY OF GUAM.**

BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE PORT AUTHORITY OF GUAM:

WHEREAS, the Port Authority of Guam (Port) recognizes the need to have a secondary Crane Reserve Sinking Fund TDOA Savings Account which sets cash aside in addition to the regular bank fund balances for use when regular cash flow is disrupted; and

WHEREAS, the Port realizes that it is necessary to open a sinking fund TDOA savings account to soften the hardship of a large outlay of revenue and will prevent being put in financial difficulties in the future; and

WHEREAS, the savings reserves are built up over time by generating an unrestricted surplus and intentionally designating a portion of the excess cash as a reserve sinking savings fund for future acquisition of cranes; and

WHEREAS, by opening such an account will accrue higher interest income; and

WHEREAS, there will be two separate accounts for the Crane Surcharge accounts: Operating and Reserve; and

WHEREAS, the Port Authority is to name this second crane reserve account as the Crane Reserve Sinking Fund TDOA Savings Account; now therefore, be it

RESOLVED, the Port Authority Board of Directors authorizes for a new account to be created solely intended for the Crane Surcharge Reserve; and be it further

RESOLVED, that the intent of the new Crane Reserve Sinking Fund TDOA Savings account is for it to be restricted and accrues a higher interest; and be it further

RESOLVED, that the Port Authority of Guam authorizes the Bank of Guam to establish an account for the Crane Reserve Sinking Fund TDOA Savings Account; and be it further

RESOLVED, that the following individuals are the authorized signatories for the Crane Reserve Sinking Fund TDOA Savings account; and be it further

1. Rory J. Respicio, General Manager
2. Dominic G. Muña, Deputy General Manager of Operations
3. Pacifico R. Martir, Deputy General Manager of Administration and Finance
4. Jose B. Guevara III, Chief Financial Officer

RESOLVED, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of this resolution be sent to Bank of Guam.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF
DIRECTORS THIS 23rd DAY OF JANUARY, 2025.**

DOROTHY P. HARRIS
CHAIRPERSON, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

FE R. VALENCIA-OVALLES
SECRETARY, BOARD OF DIRECTORS
PORT AUTHORITY OF GUAM

