



PORT OF GUAM

ATURIDAT I PUETTON GUAHAN

Jose D. Leon Guerrero Commercial Port

1026 Cabras Highway, Suite 201, Piti, Guam 96915

Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445

Website: www.portguam.com



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, August 28, 2025, 3:00 p.m.

PAG Board Conference Room

Board Meeting

A G E N D A

I. CALL TO ORDER

II. APPROVAL OF MINUTES

1. July 14, 2025 – Regular Board Meeting

III. PUBLIC COMMENTS:

- a. Public Comments
- b. Employee Comments
- c. PAGGMA Association

IV. GENERAL MANAGER'S REPORT

V. OLD BUSINESS

VI. NEW BUSINESS

1. Adoption of Fiscal Year 2026 Proposed Budget.
2. Request for \$5K Sponsorship for ATOSSCOM 50th Annual Conference, October 13-16, 2025, Koror, Palau.

VII. ADJOURNMENT



Port Authority Board of Directors
Regular Board Meeting
Thursday, August 28, 2025
3:00 PM - PAG Board Conference Room

ATTENDANCE SHEET

PRINT NAME	AGENCY/COMPANY	CONTACT NO.
MEUADIDA, JESSE	PAPD	477-5731
PEREZ, DENNIS J	PAG IT	477-5851
SHAW, CORDEA	HR/PAG	11
Mr. Pagan L.	ECMT	X 2
Ron Ayuyan	Gen. Admin	477-5932
Annie Sablan	Procurement	477-5932
Paul Salas	Safety	477-5931
LED ESPIA	COMMERCIAL	485-0361
Roseanna Castro Stone	PAPD	x354
Vincent C. Balla	Finance	
THOMAS HERTSLET	T.A. ENT.	687 3392
MARVIN CRISOSTOMO	SEN. LUTAN	
JOSE GUEVARA	PAG Finance	727 2172
JAMIE CANTO	PAG LEAD	X 230
Bernadette Steine	PAG	



PORT OF GUAM

ATURIDAT I PUETTON GUAHAN

Jose D. Leon Guerrero Commercial Port

1026 Cabras Highway, Suite 201, Piti, Guam 96915

Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445

Website: www.portguam.com



Lourdes A. Leon Guerrero
Governor of Guam

Joshua F. Tenorio
Lieutenant Governor

**MINUTES OF THE
REGULAR MEETING OF THE BOARD OF DIRECTORS
Monday, July 14, 2025**

I. CALL TO ORDER

The Chairperson called the regular meeting of the Board of Directors to order at 3:00 p.m., Monday, July 14, 2025. Meeting took place at the PAG Board Conference Room. Present at the meeting were:

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

Also present was Port Oversight Chair Jesse Lujan, Marvin Crisostomo; Black Construction: Leonard Kaae, Angela Massey, Jesse Garcia, Khaz Kawamoto, and Port Authority Staff.

II. APPROVAL OF MINUTES

1. **June 5, 2025 – Regular Board Meeting:** Director Valencia-Ovalles made motion to approve the minutes of June 5, 2025, subject to correction. The motion was seconded by the Vice Chairperson and was unanimously passed.

Item VI, New Business, No. 1 – Presentation from Black Construction on Glass Breakwater Project.

At this time, and without objections, Item VI, New Business, No. 1: Presentation from Black Construction on Glass Breakwater Project was addressed. Mr. Leonard Kaae, Black Construction President thanked the members, and presented the following:

Total Contract Value - \$562,918,116.00.

Apra Harbor Waterfront Repair Team

- Black Construction Corporation – Managing entity for Tutor Perini Corporation
- TPC-Nan, a Joint Venture – Design Builder
- AECOM/Baird/Sea Engineering – Key Design Team Members

Procurement Type – Design-Build

Project Description: This is a Design Build construction project to restore and modernize the waterfront facilities that has been physically eroded and damaged from storms. Project scope repairs the waterfront facilities at Apra Glass Breakwater, Sumay Cove Marina, Sumay Cove Entrance Shoreline, and the Polaris Point Shoreline. This project includes removal and replacement of crest stones at the breakwater,



driving of piles, repairs of revetments, repair and replacement of docks, installation of a wave attenuator and placement of Concrete Armor Units. A Change Order was also issued for the emergency repairs at the breakwater while mobilizing for the project.

Sequence of Work Breakdown

- Based Bid – Main Glass Breakwater
- Glass Breakwater Supplemental Repair – Options 1-6 STA Seaside
- Construction Sequence:
 - Phase I – Excavate working platform
 - Remove crest berm stone to road level
 - Remove front face armour to bench level – volume varies
 - Phase II – Excavate toe trench
 - Excavate toe trench
 - Prepare bottom
 - Trim back slope to prepare for underlayer
 - Phase III – Install underlayer to line and grade
 - Verification survey
 - Place underlayer stone (3-6 ton stone – 1 to 2 layers)
 - Verification survey
 - Phase IV – Replace embankment core and underlayer
 - Rebuild section with rock fill
 - Verification survey
 - Place two layers of underlayers stone (3-6 ton stone)
 - Verification survey with machine
 - Completion – ready for accropode placement
 - Phase V – Accropode placement
 - Place toe units
 - Place up slope to grid on 45° angle
 - Survey scan in 3D
 - Phase VI – Toe protection
 - Place stone at toe
 - Survey and verify
 - Phase VII – Complete section
 - Replace crest berm with 10-30 ton stone
 - Survey and verify
- Option 7 – Polaris point shoreline repair
 - Construction revetment
 - Repair revetment
 - Slope stability repairs
- Option 8 – Sumay cove marina repairs
 - Repair existing marina floating docks, utilities, and appurtenances. Install reconfigured port security, USCG decks, and wave attenuator.
- Option 9 – Sumay cove entrance shoreline repair
 - Repair existing marina floating docks, utilities, and appurtenances. Install reconfigured port security, USCG decks, and wave attenuator.
- Post bid award – Emergency repairs
- Partnership with Port Authority of Guam
 - Official lease commencement date of the quarry and hotel wharf – June 1, 2025

III. PUBLIC COMMENTS

- a. **Public Comments:** None.
- b. **Employee Comments:** None.
- c. **PAGGMA Association:** PAGGMA Vice President Steven Muna mentioned that the association is in full support of the Port's liberation day float as well as the 50th anniversary celebration.

IV. GENERAL MANAGER'S REPORT

1. **Port Implements Mandatory Monthly Reporting for All Vehicle and Equipment Usage.** In an effort to increase accountability, improve asset tracking, and extend the lifespan of Port equipment, the Port Authority of Guam has implemented a mandatory monthly reporting system for all vehicle and equipment usage. Effective immediately, all end users who operate Port-owned vehicles or equipment are required to submit a monthly usage report on mileage and hour meter no later than the 10th day of each following month to the EQMR Planning Section. This applies to light-duty trucks, heavy-duty trucks, utility vehicles, fleet sedans, passenger vans and specialized service vehicles. This also applies to end users of tractors, boom lifts, forklifts, cranes, top/side loaders, load centers, refer gensets and construction equipment such as backhoes and dump trucks. This policy supports our mission to strengthen internal controls and ensure every Port asset is managed efficiently and responsibly. When we know how, when, and where equipment is being used, we can improve safety, maintenance planning, and operational performance. This new process will have significant benefits. They include:
 - **Preventive maintenance scheduling:** Timely updates ensure service intervals are based on actual usage, reducing unexpected breakdowns and extending asset lifespan.
 - **Cost control and budgeting:** Accurate tracking allows for better forecasting of maintenance expenses, fuel consumption, and equipment replacement needs.
 - **Compliance and reporting:** Proper documentation supports regulatory compliance and adherence to operational standards.
 - **Fleet optimization:** Identifying usage trends helps redistribute assets efficiently, ensuring vehicles and equipment are used appropriately.
 - **Warranty and lifecycle management:** Monitoring mileage and hours allows claims to be processed within warranty periods and aids in long-term fleet replacement planning.
 - **Performance and efficiency insights:** Usage data provides insights into fuel efficiency and operational effectiveness, allowing adjustments to improve fleet management.
2. **Hagatna Marina Users Group Revived to Improve Marina Facilities and Strengthen Stakeholder Collaboration.** The Gregorio D. Perez Marina Users Group held its first meeting since its recent revival on June 4, 2025, bringing together tenants, commercial operators, recreational boaters, Guam Fire and Rescue and Port representatives to address key maintenance priorities and chart a course for future improvements at the Hagatña marina. As part of its revitalization, the group began establishing its leadership structure. Longtime marina user Frank Quinata was nominated to serve as volunteer president of the Gregorio D. Perez Marina Users Group. Spearheaded by the Port Harbor Master's office, the revitalized group serves as a forum for enhancing communication, safety, and shared stewardship of the Gregorio D. Perez Marina. The meeting covered a range of topics including completed capital improvement projects, storm damage repairs, and proposals for future upgrades. The Port presented a comprehensive overview of recent enhancements funded and executed through its operations and capital improvement program. Notable completed projects included:

- Aluminum dock gates and a concrete loading dock, installed in May 2022 by ProPacific Builders Corporation for \$45,000.
- A temporary container office to house the Port Marina Manager and law enforcement personnel, completed in January 2023.
- CCTV camera installations, padlock replacements, lighting improvements, curb and parking slot painting, and wash station repairs—all completed from 2021 through 2025.

The group also discussed proposed initiatives, such as a Life Jacket Loaner Program in partnership with the BoatUS Foundation and the Guam Police Department, cleanup and infrastructure enhancements for the marina's oily water separator (OWS) outfall and a replacement plan for Dock A. During the meeting, the Marina Users Group also was informed of the major repairs done to Dock A, Dock B and the Marina office due to the damage from Typhoon Mawar. Marina tenants shared several concerns regarding the condition and management of the facility. Key issues raised include ongoing break-ins and thefts, poor lighting throughout the docks and parking areas, and the lack of trash receptacles leading to frequent littering. Users also cited unreliable water access for cleaning boats and trailers, insufficient designated parking for trailers, and growing frustration over long wait times for slips.

There were calls for improved security, including better gate locks and access control, as well as requests for regular maintenance of lighting, washdown stations, and the docks themselves. Several users emphasized the need for dredging around Docks B and C to ensure safe vessel movement at low tide and urged the Port to consider infrastructure upgrades that would improve safety and usability. In response to the feedback from marina tenants, the Port is evaluating several immediate remedies aimed at improving safety, cleanliness, and overall functionality at the facility. To enhance security, the Port is looking into increasing foot patrols by Port Police and Commercial Division personnel, establishing a dock checkpoint system, and expanding camera monitoring from the Port Command Center. A 24-hour staffed marina office is also under consideration. Lighting repairs are being prioritized, including fixing pedestal and parking lot lights, adjusting fixtures to better illuminate dock areas, and replace exploring the use and installation of solar-powered timed lighting for sustainable coverage. To address trash concerns, the Port plans to deploy more waste bins throughout the marina and initiate a monitoring and enforcement program to discourage littering. The Port is also working to restore water access by repairing or replacing the hose at the washdown station and reviewing a possible permit system to manage usage. Finally, a regular maintenance schedule is being developed to include periodic water blasting of docks, sidewalks, and ramps to maintain safety and cleanliness. Planning, CIP/Engineering, Facilities, Maintenance and Commercial Divisions and Port Police will develop a plan to triage and act on quick fixes. Harbor Master is tasked to continue to lead these efforts. A prioritized work plan will be developed with cost estimates and timelines. Recommendations for long-term capital improvements, including dredging and new slip construction, will be reviewed as part of the Port's overall infrastructure planning. The meeting concluded with a call to action for all marina users to stay engaged and work together to preserve the safety, cleanliness, and operational integrity of this vital public facility.

3. **Port Authority of Guam Participates in 2025 Pacific Alert Tabletop Exercise.** The Port Authority of Guam joined federal, territorial, and private sector partners at the 2025 Pacific Alert Tabletop Exercise (TTX) held June 18, 2025 at the Guam Plaza Resort in Tumon. Organized by the Office of Homeland Security and Office of Civil Defense (OHS-OCD) in partnership with the Federal Emergency Management Agency, the exercise focused on preparing Guam for a potential ballistic missile threat, including the radiological and logistical consequences of such an event. The Port's

leadership and emergency operations team were actively engaged in the facilitated discussion, contributing insights and strategies aligned with the exercise's key objectives: operational coordination, public information and warning, mass search and rescue operations, logistics and supply chain management, and infrastructure systems. This kind of collaboration is critical to ensuring the resilience of Guam's supply chain and the safety of our people. As Guam's only commercial seaport, the Port plays a vital role in logistics and infrastructure continuity. Participating in this exercise allows us to strengthen interagency coordination and validate the plans that protect our island during high-impact emergencies. The Port Authority's involvement underscores its commitment to national security and whole-of-community preparedness, particularly in the face of evolving global threats. Through a series of activities and scenarios, the Pacific Alert TTX gave participants a better understanding of their roles and responsibilities prior to and following a ballistic missile attack; identified needed updates to existing plans, policies, and procedures; and familiarized participants with radiological consequences of a missile strike.

"This crucial Pacific Alert TTX aims to strengthen threat and hazard planning related to a foreign Nation-State threat and promote deliberate participation from whole community partners, including key private sector and non-governmental organizations, all with a shared goal to protect the community and ensure readiness for potential threats," said Esther Aguigui, Homeland Security Advisor. "While the exercise scenario is relevant to the climate of today's world, this TTX will provide a safe space to focus on consequence management in order to build a strategic and resilient Guam today for a safer tomorrow."

4. **Port Automates Distribution of Employee Check Stubs via Email.** In a continued effort to modernize operations and enhance internal efficiencies, the Port Authority has launched a new initiative to automate the distribution of employee check stubs via email through the EnterpriseOne Financial Management System. Spearheaded by the Port's Finance and IT teams in collaboration with consultants, the project will allow employees with Port email addresses to receive their check stubs directly in their inbox, eliminating the need for paper distribution. For employees without PAG email addresses, check stubs will be provided to their respective administrative assistants.
5. **Port Employs 15 Students through Governor's Summer Youth Employment Program.** The Port Authority of Guam is once again proud to participate in the Governor's Summer Youth Employment Program, providing valuable work experience to local youth. The program runs from June 9 to July 18, 2025, and is overseen by the Department of Youth Affairs. Open to young residents between the ages of 15 and 17, the program offers students a unique opportunity to explore careers in public service while earning a wage of \$10 per hour for up to 30 hours per week. This summer, 15 summer trainees will be assigned across various divisions at the Port Authority, where they will assist with answering phones, customer service, filing, and other entry-level administrative duties. Due to Transportation Worker Identification Credential (TWIC) requirements and maritime security regulations, participants were assigned only to offices located outside of the terminal yard.

Through this experience, students gain first-hand exposure to a professional environment and develop critical skills that will benefit them in future employment. We are honored to continue supporting the Governor's Summer Youth Employment Program. It's an investment in our youth and in the future workforce of Guam. These students bring energy and curiosity to the workplace, and in return, they receive hands-on experience and mentorship that will serve them well for years to come. The Port Authority remains committed to fostering learning and development opportunities for Guam's youth and proud to be a partner in this successful and impactful summer session.

6. **Terminal Yard Office Renovations.** The Port Authority's Safety Division has officially moved into its new office at Warehouse 1, a space formerly occupied by tenant Fung Li Fisheries. This relocation marks a significant step toward enhancing accessibility, collaboration, and workplace safety within the Port's core operations area. The newly renovated space underwent extensive upgrades, including the repair of floors, electrical and data systems, phone lines, lighting fixtures, and air conditioning units. A brand-new break room was also constructed. All improvements were completed in compliance with the latest building codes, ensuring a safe and functional environment for staff and visitors alike. The Port's Facility Maintenance Division carried out the renovations between May 2024 and June 2025, with a total cost of \$49,000, including labor. Their dedication and craftsmanship have provided the Safety Division with a modern, efficient workspace tailored to their operational needs. Previously located outside the port terminal yard at Annex A, the Safety Office had been temporarily relocated due to mold concerns in their former building. Now back within the terminal yard, the division is better positioned to serve the Port community with quicker response times and enhanced coordination with essential departments. With the Safety Division now situated within the terminal yard, this presence reaffirms the Port's commitment to safety and interdepartmental collaboration.

Early this year, renovations were also undertaken at the Stevedoring and Transportation offices. During this project, both the Stevedoring office and the shared locker rooms for both divisions were completely retiled. Additionally, new workstations were installed, with eight units added to the Stevedoring area and six to the Transportation area, all supplied by Hanssem Pacific. The CFS Lounge also received a renovation as part of the overall upgrade. The total cost incurred for all these renovations amounted to \$54,547.50.

7. **Federal MARAD Officials Visit Port to Discuss Critical Infrastructure Projects.** On June 13, 2025, the Port Authority welcomed two officials from the U.S. Department of Transportation's Maritime Administration (MARAD) - Peter Simons, Acting Director of the Office of Port Infrastructure Development at MARAD Headquarters in Washington, D.C., and Gus Hein, Gateway Director for the Mid-Pacific Region. Discussions centered on planned acquisition of ship-to-shore gantry cranes and the latest developments on the Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program. We appreciate the continued support and guidance from MARAD as we work to strengthen our Port's infrastructure. These meetings are vital to ensuring our projects stay on track and aligned with federal priorities that support regional security, economic development, and long-term operational resilience. We provided an update on efforts to obtain MARAD funding for the gantry cranes. The Port recently submitted a proposal under the Port Infrastructure Development Program (PIDP) to acquire three ship-to-shore gantry cranes. The aging condition of the Port's current equipment limits its ability to manage peak and surge cargo volumes. In addition, one crane going down could set the military readiness program back four years.

Officials also discussed progress under the Port's RAISE grant to support critical repairs to wharves F2-F6. The U.S. DOT Office of the Secretary, through MARAD, approved a no-cost modification reallocating funds originally designated for Pier F1 to instead support critical repairs to Wharves F2 through F6. The environmental assessment for the project is ongoing. The Port continues to pursue additional funding sources for the gantry cranes, including potential Department of Defense support through the advocacy of Governor Lou Leon Guerrero and Lt. Governor Joshua Tenorio, as well as a congressional appropriation effort led by Congressman James C. Moynihan.

We appreciate the continued partnership and technical support from MARAD, emphasizing that these federally supported projects are key to enhancing the Port's long-term capabilities including fuel piers and Hotel Wharf and Guam's role as a strategic logistics hub for commercial and defense needs in the Western Pacific.

8. **Port Receives Five New Forklifts through DOT Grant.** The Port Authority of Guam is proud to announce the arrival of five new forklifts on June 23, 2025 to support cargo operations at the island's only commercial seaport. These forklifts, valued at a total of \$352,015.00, are the last batch of modernization equipment acquired through a grant awarded by the U.S. Department of Transportation's Maritime Administration (MARAD) under the America's Marine Highway Program. A total of \$8,475,678.41 was spent on the new equipment. Out of that total, the grant paid for \$5.7 million and the Port paid for the remaining amount. The U.S. Department of Transportation's Maritime Administration officially designated the "Guam and the Commonwealth of the Northern Mariana Islands Route" (M-GNM1) under the America's Marine Highway Program on August 19, 2021. This designation was made in partnership with both the Port Authority of Guam and the Commonwealth Ports Authority. That date marks the formal recognition of the route, making Guam and CNMI eligible for grant funding and reinforcing the regional collaboration with the Commonwealth Ports Authority.

The five new 5.5-ton forklifts arrived on June 22, 2025 augmenting the Port's current fleet of equipment. These forklifts are equipped with advanced capabilities, enabling them to handle a wide range of materials efficiently, including heavy cargo and palletized goods. Their versatility and maneuverability ensure that the Port can meet the demands of modern shipping operations and improve the speed and safety of cargo handling. This significant grant, first awarded on October 7, 2022, has been instrumental in upgrading the Port's operations and infrastructure, further solidifying Guam's role as a vital hub in the region's shipping and logistics network. The following assets have been received to date:

- Two 40-ton loaded container handlers – Fully received, valued at \$2,689,408.00
- Three 10-ton empty container handlers – Fully received, valued at \$2,205,723.00
- One 180-foot boom lift – Fully received, valued at \$517,205.41
- Nine container yard tractors – Fully received, valued at \$1,791,327.00
- Two 40-plug mobile reefer generators – Fully received, valued at \$920,000.00
- Five 5.5-ton forklifts – Fully received, valued at \$352,015.00

These five forklifts are going straight to work, just like the two 40-ton loaded container handlers, three 10-ton empty container handlers, 180-foot boom lift, nine yard tractors, and two 40-plug mobile reefer generators we've brought in over the past two years. And when you factor in the vehicles we've acquired through FedGSA, it's clear we're not just buying new yard equipment. We're maintaining it, too. We've been very judicious with our spending. We buy new when we need to, used when it makes sense, and we always look to MARAD programs to help fund these major purchases that support our critical infrastructure needs. We thank MARAD tremendously for continuing to support the Port's modernization. Credit of success on these efforts are attributed to the strong leadership and teamwork. This achievement would not have been possible without the support of Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, our Board of Directors, and the hard work of Port employees.

9. **Port Authority of Guam Earns Clean FY 2024 Audit with Strong Financial Growth and Operational Progress.** The Port Authority of Guam has once again received a clean, or unmodified, audit for Fiscal Year 2024, ending with a net position of \$34.3 million, a net increase of \$3.3 million over the prior year's \$31 million. This clean audit reaffirms the agency's commitment to fiscal discipline, transparency, and effective oversight. The independent audit done by Ernst and Young confirmed there were no material weaknesses or significant deficiencies in internal controls.

Operating revenues totaled \$58.7 million, a slight decrease from FY 2023. However, non-operating revenues rose to \$12.9 million, driven in part by a \$5 million Typhoon Mawar insurance settlement. Total net income reached \$3.3 million. Key achievements in FY 2024 include:

- Stable cargo throughput with 85,000 containers processed, steady from FY 2023, and a 22 percent increase in roll-on roll-off cargo
- \$21 million in capital projects, including EQMR building repairs, waterline replacements, E1 system upgrades, and pipeline work supported by FEMA and EDA
- Continued federal grant success, securing awards from MARAD, FEMA, EPA, NTIA, and DHS totaling over \$25 million for port upgrades and resiliency planning
- Reduction of the Port's revenue bond debt to \$61 million
- Accomplished a Debt Service Coverage Ratio of 1.93, well above the 1.25 indenture requirement
- Completion of workforce training for over 80 employees in crane operations, rigging, procurement, and equipment handling, alongside reinstated on-the-job training programs
- Continued hiring reforms, cross-divisional training, and real-time equipment tracking via the EQMR Dashboard
- Adoption of a Net Zero Emissions Strategy
- Updated property appraisal to \$435.8 million, a 57 percent increase, ensuring sufficient insurance coverage post Typhoon Mawar

The Port also continues to seek federal support to replace its 42-year-old gantry cranes. A loss of even one crane would significantly impact military readiness and regional logistics. Efforts are underway to secure federal and legislative funding to support full crane replacement and long-term modernization.

A statement from Governor Lou Leon Guerrero, *"We commend the Port Authority of Guam for earning another clean audit. This reflects steady financial gains and responsible management. The Port continues to play a critical role in sustaining Guam's economy and ensuring that our island remains strong, secure, and resilient."*

Lt. Governor Josh Tenorio stated, *"The Port's progress in financial oversight, modernization, and workforce readiness enhances the capacity of our island's only commercial seaport and strengthens our national and regional defense posture. We remain committed to supporting the Port's efforts to deliver for the people of Guam, our region, and our nation."*

"This clean audit and the Port's continued financial turnaround reflect the dedication and discipline of the entire team," said Port Board Chairperson Dorothy Harris. *"On behalf of the Board, I want to thank the General Manager, the Deputy General Managers, our division heads, and every Port Strong employee. Their collective effort, professionalism, and commitment to public service have positioned the Port as a model of resilience, accountability, and progress."*

The Port's net position increased by \$3.3 million, a 11 percent improvement over the previous year, ending FY 2024 at \$34.3 million. This growth was primarily driven by a \$5 million Typhoon Mawar insurance settlement, which helped offset the financial impact of pension and post-employment benefit obligations. Total cash and cash equivalents stood at \$124.5 million, including \$95.9 million in restricted reserves. When we began this financial journey in 2019, the Port's net position was a negative \$104,000. Since then, we have steadily restored financial stability through disciplined management, tighter internal controls, and by fully applying the Port's tariff to collect all charges authorized under it. Our work is far from over. These actions have improved our ability to meet grant conditions, strengthen service delivery, and support critical infrastructure investments.

10. **Port Authority of Guam Wins Silver for Excellence in Citizen-Centric Reporting.** The Port Authority of Guam is proud to announce that it has been awarded Silver in the Association of Government Accountants (AGA) Guam Chapter's Excellence in Citizen-Centric Reporting awards for its Fiscal Year 2023 Citizen-Centric Report (CCR). The award was officially presented today by the AGA Guam Chapter following their review of the Port's latest CCR publication. The recognition highlights the Port's ongoing commitment to transparency, accountability, and public communication. This recognition underscores the Port's steadfast commitment to transparency, fiscal responsibility, and effective public communication. It's a reflection of the hard work and integrity of our team. We are deeply grateful to our employees, board members, the Governor, Lt. Governor, and our partners whose shared dedication ensures the Port remains accountable to the people of Guam. AGA's Citizen-Centric Reporting initiative encourages public entities to publish accessible, user-friendly reports that clearly communicate how taxpayer dollars are spent. The Port's FY 2023 CCR outlines key financial data, performance measures, and strategic priorities in a format designed for the general public. We continue to acknowledge the finance and marketing divisions for continued collaboration in piecing together these award-winning documents. This marks the seventh time the Port Authority of Guam has been honored for its Citizen-Centric Reports by both the local and national chapters of AGA, a testament to the agency's consistent performance and leadership in government transparency.

11. **Tariff Petition Filed to Update Labor Charges from 2020 to 2025**

Can of Spam Impact: Less Than a Tenth of a Cent.

Port Authority of Guam submits focused petition to correct vessel labor billing using current costs without raising other rates.

On July 7, 2025, the Port Authority of Guam has filed a petition with the Guam Public Utilities Commission (PUC) to update labor billing rates tied specifically to vessel operations. The proposed correction applies only to labor and equipment services tied to vessel operations that the Port already performs. It does not raise wharfage, fuel surcharges, facility maintenance fees, lease rates, or crane charges. This is not a general tariff increase. We are correcting outdated billing for work that continues every day. The proposed rates are based on the average of the lowest and highest pay levels within each job classification, along with administrative surcharges already authorized in the tariff. These labor billing rates have not been updated since 2020. This petition is narrowly focused on vessel labor and equipment billing using 2025 cost data. While the adjustment averages 17 percent across job classifications, this is not a 17 percent increase to shipping costs or consumer prices. In fact, the impact to individual goods is a fraction of a penny.

For example:

- A can of Spam will go up by less than one-tenth of a cent
- A 20-pound bag of rice by about two and a half cents
- A case of canned goods by just over a tenth of a cent per unit

These examples illustrate the limited impact of the cost shift. The 17 percent figure applies to specific labor and equipment line items billed to shipping carriers, not to the full tariff and not to your grocery bill. The adjustment will roll out in two phases: 8.5 percent for the first four months, then 17 percent beginning in the fifth month. The phased approach gives customers time to plan and prevents abrupt cost shifts.

Board Resolution No. 2025-09 supports the petition, which is consistent with the requirements of PAG Docket 17-01. The Consumer Price Index has surpassed the 4% threshold, and container throughput has declined by more than 5%. These two conditions trigger the Port's eligibility for a broader general adjustment. However, the Port is not pursuing a general rate increase. This petition is narrowly focused on vessel labor and equipment billing using 2025 cost data. While the average adjustment is 17 percent across classifications, it does not translate to a 17 percent increase in shipping costs. As shown above, the real impact on common consumer goods remains minimal. It is important to clarify that the labor rates shown in the petition are not the direct salaries of Port employees. They reflect what carriers are billed for services, including benefit costs, payroll taxes, administrative surcharges, and other support costs that are all permitted under the tariff. In addition to labor billing updates, the petition includes a correction to equipment cost related rates tied specifically to vessel operations. These reflect actual 2025 operating and replacement costs and are consistent with provisions already authorized under the tariff. The combined labor and equipment adjustments result in the 17 percent average cited in the petition. We're not introducing anything new. We're correcting a gap in how labor and equipment services are billed. The work is already being done. This is a targeted update based on real 2025 labor and equipment costs. It does not affect any other fees.

The Port also honored a commitment made in 2021 by holding off on any tariff increases during fiscal years 2022 and 2023 in connection with the \$15 million American Rescue Plan grant awarded by Governor Lou Leon Guerrero and Lieutenant Governor Josh Tenorio. Despite operating under the same \$4.8 million monthly allotment since 2019, the Port has continued to meet higher demands and deliver high standards. At the same time, the Port secured more than \$106 million in federal funds for modernization efforts, including yard equipment, wharf upgrades, shoreline protection, lighting, and crane assessments over the past decade. This petition demonstrates the Port's internal capability and fiscal discipline. Our Chief Financial Officer Jojo Guevara and the Finance Division prepared the full cost analysis and PUC petition in-house. It's a straightforward adjustment rooted in data, based on work we already perform, and handled exactly the way any well-run business would with fairness, restraint, and accuracy.

12. **Port Authority of Guam, Partners, and CISA Conclude Regional Resiliency Assessment Program Out Brief.** The Port Authority of Guam, in partnership with the Commonwealth Ports Authority, maritime industry leaders, and military partners, gathered on July 10, 2025 at the Guam Community College for the out brief presentation of the Guam/Commonwealth of the Northern Mariana Islands (CNMI) Regional Resiliency Assessment Program (RRAP). The RRAP, a collaborative effort awarded by the U.S. Department of Homeland Security's Cybersecurity and Infrastructure Security Agency (CISA), focused on a comprehensive cyber and physical security assessment of the Port Authority of Guam and the Commonwealth Ports Authority. Launched in November 2022, the program aims to strengthen the resilience and security of the region's critical maritime infrastructure. During the out brief, CISA presented key findings and recommendations to enhance the operational resilience of Guam and CNMI ports.

Key outcomes included:

- **Regional collaboration:** Strengthen ties between Guam, the CNMI, and federal and military partners to improve coordinated responses and shared solutions via formal regional plans and agreements to ensure continuity during emergencies.
- **Alternate port planning:** Identify opportunities to develop Rota and other regional ports as viable alternate options, enhancing flexibility.
- **Enhance infrastructure funding pathways:** Leverage new funding strategies and partnerships to support long-term port development and strengthen regional resilience.
- **Cybersecurity enhancement:** Advancing efforts to modernize systems and improve cybersecurity readiness, ensuring ports remain secure and adaptable to emerging threats.
- **Communication resilience:** Enhancing communication networks and coordination capabilities to ensure seamless operations and rapid response during emergencies.

Additionally, CISA introduced the Maritime Domain Awareness Tool, a new planning resource designed to help stakeholders make quick and informed decisions during maritime emergencies by providing detailed data on regional ports and operational scenarios. The RRAP has reinforced our commitment to continuous improvement and partnership. Through this program, we are better equipped to strengthen our infrastructure, protect our supply chain, and ensure the long-term success of our maritime community. The findings and recommendations give us a strong foundation to further the Port's mission of supporting Guam's economy and building a sustainable, resilient supply chain for the region. This process also allowed us to elevate our critical infrastructure priorities early on. The event underscored the importance of proactive planning and strong partnerships in enhancing regional resilience. The Port Authority of Guam looks forward to working with its partners to implement the strategies and opportunities identified through the RRAP. We acknowledge Governor Lou Leon Guerrero, Lieutenant Governor Josh Tenorio, and the Port's Board of Directors for their continued support and leadership in facilitating the partnership with federal and local entities, including the Commonwealth Ports Authority. Also recognition to the Port's Planning Division for an outstanding job in supporting the development of the plan.

13. **General Manager's Notes for YTD Finances.** We are providing the following summary for May 31, 2025:

REVENUES AND CARGO THROUGHPUT:

- The Port's total operating revenue as of May 31, 2025 (8 months), is \$37.4 million, which is 10% or \$4.1M lower than the YTD revenue budget of \$41.6 million as of May 2025.
- The total number of containers handled as of May (8 months) is 55,194, which is lower by 3.3% or 1,860 containers compared to last year's YTD total of 57,0544 containers. The decrease in the number of containers can be attributed to the local containers handled by 7% or 3,219 containers as compared to last fiscal year as of May. The total tonnage for non-containerized cargo stands is 117K revenue tons, an 18.6% decrease from last year's May total of 144K revenue tons. There were not-normal transactions last year related to breakbulk transactions that lead to the negative variance this year.

OPERATING EXPENSES:

- The total operating expenses as of May 31, 2025 is \$39.6 million, which is 3.6%, or \$1.4M higher than the May YTD FY25 budget of \$38.2 million. Some of the expenses that are high in the first seven months are General Insurance, Depreciation, Utilities, Agency & Management fees, Insurance Benefits and Repairs and Maintenance.

OVERTIME EXPENSE AND DIRECT LABOR REVENUE:

- Overtime for all the divisions as of May is \$1.3M, which is 21%, or \$215K higher than the FY25 overtime budget of \$1.0M.
- The total Direct Labor revenue as of May is \$2.9 million, 6% or \$160K higher than the FY25 projection of \$2.7 million.

YTD OPERATING REVENUES MINUS YTD EXPENSES:

- Operating revenues minus operating expenses resulted in an operating loss of \$2.2M. After adding the net Other Income/Expenses totaling \$1.0M, the final result for YTD May is a net loss of \$1.1M. The federal reimbursements booked year to date is \$2.4M.

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

- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** Planning and Engineering Divisions met with the EDA Project Officer and Economic Development Representative (EDR) to discuss the remaining project scope and funding options moving forward. PAG staff met with Project Officer to discuss options to expend remaining grant funds. Project Officer recommended to obtain price quotes for proposed activities outside current project scope. Follow-up meeting with Project Officer on a possible amendment to grant scope scheduled for June 17, 2025.

Update: PAG staff working with EDA Program Manager on potential funding opportunity under EDA's Supplemental Disaster Grant Program to supplement funding shortfall on the project. In addition, the Port is coordinating with F1 Pier Manager and fuel operators to define the scope for additional design components.

- **MARAD Marine Highway Program.**
 1. PO 19901-OS - PAG Maintenance Division certified the equipment to be in working condition on March 7, 2025. Planning processed the recommendation for payment on March 11, 2025. Finance processing drawdown request to MARAD.
 2. PO 19902-OS - PAG Transportation and Maintenance Divisions provided acceptance letter of nine (9) terminal yard tractors on March 10, 2025. Final 25% installment payment has been made to the vendor. Finance processing drawdown request to MARAD.
 3. PO 19890-OS - PAG received two refrigerated container (reefer) 40-plug gensets on April 19, 2025.
 4. PO 20412-OS – PAG received five (5) ea. 11,000-lbs. on June 23, 2025.

Update: Finance is processing the drawdown request for Items 1 and 2. As to the Forklifts, Procurement is coordinating with vendor to address variance from quoted specifications.

- **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* – Pending close out notification from OLDCC.

- **EPA Diesel Emissions Reduction Act (DERA) Program.** Grant application status pending review by US EPA. PO 20063-OS - Two Tier 4 terminal yard tractor units were delivered to PAG on April 25, 2025. Planning and Maintenance Divisions will coordinate the decommissioning of tractor units previously identified for replacement.

Update: Finance processed reimbursement request for the two tractor units received through FY22 grant 98T77501. Federal share for 98T77501 is \$300,000.00.

- **US DOT Rebuilding American Infrastructure - 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:

- Environmental Assessment activities ongoing. Consultation letters have been developed and sent to various federal regulatory partners.
- Monthly meeting updates ongoing with MARAD PMs to provide situational awareness of all RAISE grant related activities.
- MARAD PM is updating the eventual Grant Agreement taking into consideration new Administration's grant requirements.
- **Office of Insular Affairs Maintenance Assistance Program (MAP).**
 - **Port Welding Shop Phase 1 & 2 Project.** Work commenced on January 22, 2025. *Update:* Welding Shop repair work is ongoing. An amendment is being developed to account for the additional spalling that has been discovered over the course of the project.
 - **Generator Maintenance Program.** On January 23, 2025, the PAG received approval for its no-cost extension request to September 30, 2026. This will allow the Port to fully execute Year 3 of the technical service contract. *Status Quo* - Contractual work is ongoing. Facilities Maintenance Division has begun working with Procurement on the process to continue the 3rd year of the maintenance contract.
- **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. 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.

Update: Revised subaward documents are pending review and acceptance by the subrecipient, with anticipated submission on or before July 15th.

- **Clean Vessel Act (CVA) Assessment Grant – Pumpout Services for Public Marinas and Harbor of Refuge.**

Update: PAG was designated as a subrecipient under a \$385,000 Clean Vessel Act (CVA) grant awarded to the Guam Department of Agriculture's Division of Aquatic and Wildlife Resources (DAWR). The grant supports a comprehensive assessment of pumpout service needs for recreational boats at the Agat Marina, Gregorio D. Perez Marina, and the Harbor of Refuge. The project will evaluate the most appropriate CVA service—shore-based or pumpout vessel—for the island's public marinas, considering varying waste volumes, boat access needs, and system

infrastructure. Update: In June, during a meeting with the FWS Grant Manager and DOAg, the Port Authority was informed that it had been awarded the grant as subrecipient to conduct the assessment and determine feasibility across the marinas and Harbor of Refuge. DOAg also confirmed that a draft Memorandum of Understanding (MOU) is under development and is anticipated to be finalized in Q4 2025.

- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**

Status Quo: PAG awaits notification from Community First Guam Federal Credit Union, lead applicant. Projects selected are:

- Installation of a Solar Photovoltaic System and Batteries Project
- Microgrid Feasibility Study Project
- 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 on November 21, 2024, for the PAG Harbor Restoration and Resilience Initiative (PAGHRR) Project, which would remove thirteen (13) abandoned and/or sunken vessels from PAG properties. The proposed project total is \$859,720.00.

Update: The PAG has been working with Boat US Foundation to address and finalize all grant award documentation. Next steps are to finalize the scope and then move forward with the procurement process.

- **Sport Fish Restoration & Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp.** PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Harbor of Refuge under the Sport Fishing and Boating Safety Act. Both grants were provided by the U.S. Fish and Wildlife Service through the Guam Department of Agriculture. **Update:** The draft MOU is currently under development by DOAg and is anticipated to be finalized in Q4 2025.
- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** On November 26, 2024 (and revised on Jan. 23, 2025), PAG submitted an application, PAG 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 \$ 7,216,910.00. **Status Quo -** FHWA still in the process of reviewing applications.

15. **New Grant Opportunity – 2025 U.S. Department of Transportation Maritime Administration (MARAD) - U.S. Marine Highway Program (USMHP).** **Update:** In an effort to continue PAG's success with MARAD's USMHP Project Designation titled "Guam Marine Transportation Enhancement Initiative" as well as a grant award of \$5.7M during the FY 2022 cycle, the PAG will be submitting a project proposal for the acquisition of specialized cargo handling equipment that will directly enhance the operational capacity and efficiency in support of the Marine Highway Route M-GNM1.

16. **New Grant Opportunity – 2025 Department of Defense Office of Local Defense Community Cooperation (OLDCC) Defense Community Infrastructure Program (DCIP).** *Update:* The Strategic Planning division submitted the *F1 Pier Infrastructure Restoration – Structural and Safety Repairs Project* grant application on July 3, 2025. A total project cost of \$6,981,369.00 with a request of federal funding in the amount of \$4,886,958.
17. **Port Revenue Bonds Project Status.** As of July 8, 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.

V. OLD BUSINESS

There were no items discussed under old business.

VI. NEW BUSINESS

2. **Adoption of Board Resolution No. 2025-21.** Director Mendiola made motion to adopt Board Resolution No. 2025-21 relative to renaming the area currently referred to as the “Old Hawaiian Rock Site” to “Black Construction Site” for operational clarity and ease of reference, and to reflect the area’s current use as an active staging zone for the Glass Breakwater Project being leased by Black Construction Corporation. The motion was seconded by Director Valencia-Ovalles and was unanimously approved.

3. **Adoption of Board Resolution No. 2025-22.** The General Manager mentioned that the resolution being presented before the Board addresses Public Law 38-26 that authorizes the Port Authority to approve tenant-funded infrastructure improvements on Port-controlled property and to credit the verified cost of those improvements against the tenant’s lease payments, provided that the improvements serve a public benefit, are consistent with Port priorities, and are subject to Board approval, cost verification, and compliance review. He explained that consistent with Public Law 38-26, any lease credit request under this policy shall require:

- A written proposal submitted by the tenant detailing the scope, estimated cost, and intended public or operational benefit of the proposed improvement;
- Review by the Port’s CIP/Engineering Manager to confirm technical adequacy and eligibility under the law;
- A formal recommendation by the General Manager to the Board;
- Board approval of the offset package, including the defined scope of work, cost ceiling, and statement of public or Port benefit;
- Execution of the improvement by the tenant in accordance with the approved scope;
- Submission of all supporting documentation by the tenant, including cost breakdowns, permits, and completion certifications;
- Final verification by the Port’s CIP/Engineering Division confirming project completion, reasonableness of cost, and compliance with approved terms;
- Application of the lease offset by the General Manager on a dollar-for-dollar basis, not to exceed the approved amount or the tenant’s lease obligation;
- Recognition that all improvements become the property of the Port upon completion, with no ownership rights retained by the tenant.

Director Mendiola made motion to adopt Board Resolution No. 2025-22 relative to establishing the official policy of the Port Authority of Guam for tenant-funded infrastructure improvement lease offsets pursuant to Public Law 38-26, and to authorize the General Manager to administer approved offset packages in accordance with Board direction. The motion was seconded by the Vice Chairperson. Discussion followed, and Director Valencia-Ovalles asked whether the tenants are required to provide their own insurance coverage. Atty. Canto replied positively.

As contained in the resolution, the Chairperson read the following: “leaseholder-initiated improvements eligible for offset under this policy shall be limited to capital infrastructure that enhances Port utility, safety, access, or operational efficiency, and shall not include tenant-specific enhancements or routine maintenance. The offset is not a discount; all rental income is recognized, no expenses are recorded, and one hundred percent of verified improvement costs are capitalized, strengthening the Port’s financial position and supporting its debt service coverage ratio.” She commented that this points out and clarifies the legislative intent of Public Law 38-26 and the off-set provision for lease improvement eligibility.

There being no further discussion, the motion on the floor to adopt Board Resolution No. 2025-22 was put to a vote and was unanimously approved.

4. **Adoption of Board Resolution No. 2025-23.** In presenting the resolution, and in line with Board Resolution No. 2025-22 and Public Law 38-26, the General Manager mentioned that the Port is currently tracking a total lease credit offset of approximately \$6M for qualifying infrastructure improvements associated with the Glass Breakwater project, these include—work at hotel wharf, access road to family beach, solar lighting at the marinas, roadway improvements leading into family beach, and construction of public restroom/shower facilities at family beach. He stated that Black Construction has submitted sufficient documentation and cost data that exceed the initial scope of improvements and recommends an initial lease credit of \$1M as a partial credit authorization in order to establish a formal offset under the policy. The General Manager mentioned that any future lease credit requests as additional phases of infrastructure work is proposed will be presented to the Board for approval.

Director Mendiola made motion to adopt Board Resolution No. 2025-23 relative to authorizing an initial lease credit, dollar-for-dollar offset, under Black Construction’s lease tied to the Glass Breakwater project, in the amount of one million dollars (\$1,000,000) to cover eligible project expenses for areas including H-wharf, the Old Hawaiian Rock site, the easement leading to family beach, and the port marinas, including the installation of solar lighting where immediately required. The motion was seconded by the Vice Chairperson and was unanimously approved.

5. **Adoption of Board Resolution No. 2025-24.** Director Mendiola made motion to adopt Board Resolution No. 2025-24 relative to requesting the honorable *I Maga’håga* Lou Leon Guerrero, Governor of Guam, and the Bureau of Statistics and Plans to officially amend the title of the Port Authority of Guam Master Plan from “2023” to “2025,” solely as a change to the title, without altering the substance of the document as adopted in Resolution No. 2023-04, relative to adopting the Port Authority of Guam Master Plan 2023 as the official planning document for the Port Authority of Guam, and as amended by Resolution No. 2024-18, relative to adopting zero-emission and zero-waste goals as part of the Port Authority of Guam’s sustainability component of the Port Master Plan 2023. The new title shall read: “Port Authority of Guam Master Plan 2025.” The motion was seconded by Director Valencia-Ovalles and was unanimously approved.

6. **Adoption of Board Resolution No. 2025-25.** The General Manager mentioned that Public Law 30-19 required the Port to assess the value of its properties at least once every three years and to set lease rates at either ten percent above the current rate or at the appraised value, whichever is greater. MILO Appraisal Group submitted certified appraisals for various port lease areas, that includes open space parcels, the trucker's lot, rooftop telecommunication sites, and office and warehouse facilities. Based on Port's internal review supports the adoption of the following lease rate adjustments:

- Open Space: Increase from \$0.56 to \$0.62 per square foot (ten percent increase).
- Trucker's Lot: Adopt an activity-based rate of \$300 per chassis per month in place of square-footage billing.
- Telecommunications: Update small rooftop rates from \$500 to \$1,000 per unit, and adopt new rates for large rooftop (\$1,000) and ground-mounted (\$1,250) antenna sites.
- Office and Warehouse: Apply a ten percent increase, raising office rates to \$2.17 and warehouse rates to \$1.01 per square foot.

He stated that these changes are projected to increase annual lease revenue by approximately twenty percent, from \$575,217.53 to \$685,648.85. Also, the Port shall apply the provisions of Public Law 30-19 at the time of lease renewal, expiration, or renegotiation for fixed-term leases, and will not apply mid-term rate adjustments unless explicitly provided for in the lease agreement. Further, Public Law 30-19 requires that the Port publish the terms of any lease and use rate adjustments applied under the statute within sixty (60) days of execution in a newspaper of general circulation, to ensure transparency and public accountability in the management of public lands.

Director Mendiola made motion to adopt Board Resolution No. 2025-25 relative to approving updated lease rates for Port Authority of Guam tenants based on certified appraisals and statutory compliance with Public Law 30-19, and affirming that such adjustments do not require review by the Public Utilities Commission. The motion was seconded by Director Valencia-Ovalles and was unanimous approved.

7. **Adoption of Board Resolution No. 2025-26.** Director Mendiola made motion to adopt Board Resolution No. 2025-26 relative to recognizing and appreciating Oracle Advanced Customer Services for their five-year partnership with the Port Authority of Guam, seconded by Director Valencia-Ovalles. Motion was unanimously approved.

VII. ADJOURNMENT

There being no further business to discuss, it was moved by Director Mendiola and seconded by Director Valencia-Ovalles to adjourn the meeting at 4:36 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

6. **Adoption of Board Resolution No. 2025-25.** The General Manager mentioned that Public Law 30-19 required the Port to assess the value of its properties at least once every three years and to set lease rates at either ten percent above the current rate or at the appraised value, whichever is greater. MILO Appraisal Group submitted certified appraisals for various port lease areas, that includes open space parcels, the trucker's lot, rooftop telecommunication sites, and office and warehouse facilities. Based on Port's internal review supports the adoption of the following lease rate adjustments:

- Open Space: Increase from \$0.56 to \$0.62 per square foot (ten percent increase).
- Trucker's Lot: Adopt an activity-based rate of \$300 per chassis per month in place of square-footage billing.
- Telecommunications: Update small rooftop rates from \$500 to \$1,000 per unit, and adopt new rates for large rooftop (\$1,000) and ground-mounted (\$1,250) antenna sites.
- Office and Warehouse: Apply a ten percent increase, raising office rates to \$2.17 and warehouse rates to \$1.01 per square foot.

He stated that these changes are projected to increase annual lease revenue by approximately twenty percent, from \$575,217.53 to \$685,648.85. Also, the Port shall apply the provisions of Public Law 30-19 at the time of lease renewal, expiration, or renegotiation for fixed-term leases, and will not apply mid-term rate adjustments unless explicitly provided for in the lease agreement. Further, Public Law 30-19 requires that the Port publish the terms of any lease and use rate adjustments applied under the statute within sixty (60) days of execution in a newspaper of general circulation, to ensure transparency and public accountability in the management of public lands.

Director Mendiola made motion to adopt Board Resolution No. 2025-25 relative to approving updated lease rates for Port Authority of Guam tenants based on certified appraisals and statutory compliance with Public Law 30-19, and affirming that such adjustments do not require review by the Public Utilities Commission. The motion was seconded by Director Valencia-Ovalles and was unanimous approved.

7. **Adoption of Board Resolution No. 2025-26.** Director Mendiola made motion to adopt Board Resolution No. 2025-26 relative to recognizing and appreciating Oracle Advanced Customer Services for their five-year partnership with the Port Authority of Guam, seconded by Director Valencia-Ovalles. Motion was unanimously approved.

VII. ADJOURNMENT

There being no further business to discuss, it was moved by Director Mendiola and seconded by Director Valencia-Ovalles to adjourn the meeting at 4:36 p.m. The motion was unanimously passed.

APPROVED BY:


Dorothy P. Harris, Chairperson
Board of Directors


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



7/28/25

**PORT OF GUAM**

ATURIDAT I PUETTON GUAHAN

Jose D. Leon Guerrero Commercial Port

1026 Cabras Highway, Suite 201, Piti, Guam 96915

Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445

Website: www.portguam.com**Lourdes A. Leon Guerrero**
Governor of Guam**Joshua F. Tenorio**
Lieutenant Governor

General Manager's Report for Board of Directors August 28, 2025

- 1. Port Breaks Ground on Warehouse 1 Project.** The Port Authority held a groundbreaking ceremony on July 14, 2025 to officially launch the Warehouse 1 Building Maintenance Project, a major infrastructure initiative aimed at enhancing safety and modernizing one of the Port's most critical facilities. Originally constructed in 1967–1968, Warehouse 1 is a 54,000-square-foot structure vital to daily operations and home to numerous Port employees and tenants. The \$4.8 million project, funded by the Port Authority and awarded to BME & Sons, Inc., will include comprehensive structural repairs to address concrete cracks and spalling, mitigation of salt and water intrusion, and the application of a protective silicone roof coating. In addition, the project features the complete replacement of outdated electrical and fire protection systems, ensuring a safe and reliable work environment for years to come.

Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio both addressed attendees, underscoring the importance of investing in critical infrastructure and creating a safe, modern environment for all Port personnel. The event also included the swearing-in ceremony of two Port Authority board members: returning board member Conchita S.N. Taitano and newly-appointed member Mark B.C. Mendiola. Their leadership and expertise will help guide the Port's ongoing modernization efforts. Additionally, Reverend Father Danilo T. Ferrandiz conducted a special blessing of the Port's newly arrived yard equipment, which includes five new forklifts acquired through a U.S. Department of Transportation grant, as well as tractors, top loaders, side loaders, and other essential equipment to enhance the Port's operational efficiency.

This project underscores our commitment to investing in the safety and resilience of the Port's infrastructure. By revitalizing Warehouse 1 and modernizing our equipment fleet, we are strengthening the foundation for future growth and reinforcing our role as Guam's critical gateway for commerce. All of this progress is possible thanks to the continued hard work and dedication of our Port employees every day, and with the steadfast support of Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, and our Board of Directors. The Warehouse 1 Building Maintenance Project is expected to be completed by December 8, 2026.



2. **UOG TRIO Upward Bound Students Make Courtesy Visit to Port.** The Port Authority opened its doors to 33 enthusiastic students from the University of Guam's Upward Bound, Talent Search, and Student Support Services (TRIO) Program on July 17, 2025, for a day of learning and exploration. The visit, designed to provide real-world insights into the logistics and operations of Guam's only commercial seaport, featured an informative presentation by the Planning Division followed by a tour led by the Operations Division. During the presentation, students gained a comprehensive understanding of the Port Authority's mission and its critical role in Guam's economy. The Planning Division highlighted the agency's ambitious future plans for modernization and its strategic importance in the Indo-Pacific region, sparking interest in the dynamic career opportunities within the maritime and logistics fields. The highlight of the day was the guided tour of the Port's facilities. Students witnessed firsthand the bustling operations of cargo being efficiently discharged and loaded onto the Papa Mau vessel in the terminal yard. The tour also included an overview of various port properties, giving students a tangible sense of the scale and complexity of port operations.

The visiting students are participants in the TRIO Upward Bound Program, a summer initiative for qualified 9th through 12th-grade students who are motivated to pursue a college education. The program, which is 100% federally funded, provides a supportive environment where students can take high school academic courses, receive college and career preparation, and participate in enriching field trips, college tours, and social activities. As part of their commitment, students also earn a stipend for their active participation. This educational outreach is part of the Port Authority's ongoing commitment to inspiring Guam's youth and fostering the next generation of professionals. By connecting classroom learning with real-world applications, the Port aims to encourage students to consider careers in fields vital to the island's future growth and connectivity.

3. **Port Authority & Department of Labor Claim Top Honors in 2025 Liberation Day Parade.** The Port Authority, in partnership with Department of Labor, proudly captured First Place in the Government of Guam category at the 81st Liberation Day Parade Float competition held on July 21, 2025. This prestigious win celebrates the vibrant spirit of "Fanohge CHamoru," or "Stand Ye Guamanians," which was skillfully brought to life through the creativity, teamwork, and dedication of our incredible Port Strong family.

From the initial concept to the final construction, the float was a powerful tribute to the resilience of the CHamoru people and the enduring power of unity. Built using authentic local materials including bamboo, lumot (moss), coconut leaves, and various local foliage and flowers, the design authentically reflected our island heritage. Riders on the float represented this unity in diversity, dressed in a striking combination of military uniforms, native cultural attire, and present-day wear, symbolizing Guam's journey through history to the present.

Thank you to everyone who contributed to the success of this year's Liberation Day festivities, from the float construction to the onsite preparations at the Hagatna Marina. This award belongs to the entire team whose hard work and spirit truly embodied the 'Fanohge CHamoru' theme. This victory is a testament to the Port Authority's commitment to honoring our island's culture and history while fostering a strong sense of community and teamwork among our employees and partners. Congratulations to the entire Port Strong family and our friends at the Department of Labor on this outstanding accomplishment!

4. **Port Employees Alert Customs to Potential Biosecurity Threat.** The Port Authority's vigilance and rapid response protocols were instrumental in triggering a coordinated biosecurity effort following the discovery of potentially dangerous spiders aboard a vessel at the Port of Guam on July 15. This incident underscores the Port's commitment to protecting Guam's borders. Thanks to our employees' swift action and our established protocols, we continue to play a vital role in safeguarding our island's biosecurity.

Officers with the Guam Customs and Quarantine Agency's (CQA) Biosecurity Task Force (BSTF) responded to the alert from Port personnel and initiated a physical inspection of the flat rack the spiders were discovered on, as well as the shipping vessel carrying it. As a result, officers confirmed the presence of two kinds of live spiders – one species that appeared brown in color, and another that appeared to be a venomous black widow spider. The officers collected specimens of the spiders, which were referred to Guam State Entomologist Christopher Rosario with the Guam Department of Agriculture (DOAG) and University of Guam Extension Entomologist and Assistant Professor of Entomology Alfred Daniel Johnson, Ph.D. Rosario confirmed one specimen to indeed be a black widow spider, while the other specimen was forwarded to Johnson, who determined it to be an Argiope or Neoscona juvenile spider of the Araneidae family. "While the spiders were found on open flat racks,

unlike fully enclosed shipping containers, flat racks give less protection against invasive species, which can contaminate other containers incoming and transshipping through Guam,” said Rosario. With concurrence from Rosario, BSTF officers successfully treated the areas where the spiders were found. The vessel was cleared with no further action required.

5. **Port Responds Quickly to Tsunami Advisory.** The Port Authority of Guam swiftly responded to a tsunami advisory issued on July 30, 2025 following an 8.7-magnitude earthquake off the coast of Russia. The advisory, issued by the Offices of Homeland Security and Civil Defense, prompted immediate action across the island and the Port was no exception. In coordination with the U.S. Coast Guard, which placed Guam in Port Condition Zulu at 2:00 p.m., the Port suspended all operations from 1:00 p.m. to 5:00 p.m. This included halting gatehouse access and all terminal yard activities. The suspension was a precautionary measure to protect employees, tenants, and critical infrastructure.

Ahead of the advisory's potential impact, Port personnel implemented emergency protocols. All three gantry cranes were secured, and Port Police were dispatched to notify marina users and tenants in vulnerable locations, including the Agana Boat Basin, Agat Marina, Harbor of Refuge, and Family Beach. Employees were advised to evacuate and move to higher ground as part of the Port's safety procedures.

Our team acted quickly, efficiently, and with the safety of our employees and the public as the top priority. This advisory tested our readiness and coordination with federal and local partners, and I'm proud of how our Port Strong family responded. The advisory was lifted later that evening. Hawai'i experienced waves up to 5.7 feet, while Guam recorded a tsunami wave of just 0.4 feet and Saipan saw 0.7 feet, according to the Pacific Tsunami Warning Center. No damage was reported to any of the Port facilities.

Governor Lou Leon Guerrero, USCG Captain Worst (Captain of the Port), and the Port Authority's Board of Directors were all promptly notified of the Port's actions and readiness measures. While Guam was spared from damage, the drill served as a critical reminder that preparedness is essential in a region vulnerable to seismic activity. The Port remains committed to protecting its people and maintaining secure operations, no matter what challenges arise.

6. **Port Joins Flag Raising Ceremony Commemorating 75th Anniversary of the Organic Act.** The Port Authority proudly joined the Office of the Governor in commemorating the 75th Anniversary of the signing of the Organic Act of Guam during a flag-raising ceremony held at the Adelup Lawn and Courtyard on August 1, 2025. The Organic Act of Guam, signed into law by President Harry S. Truman on August 1, 1950, established Guam as an unincorporated territory of the United States and granted U.S. citizenship to the people of Guam. This landmark legislation also laid the foundation for the island's self-governance, establishing the Government of Guam and the framework for the island's democratic institutions. The Organic Act not only defines our political identity but also represents the resilience and determination of our people. As we celebrate the Port's 50th anniversary, we are reminded of how far we have come and how essential our role is in shaping Guam's economic growth and future. It is an honor to stand alongside our Governor and Lt. Governor and island dignitaries to reflect on 75 years of progress under the Organic Act. The Port's leadership attended the ceremony to honor this historic milestone and to reaffirm the Port's commitment to serving the people of Guam with the same spirit of resilience and progress that the Organic Act embodies.

In his remarks, Acting Governor Josh Tenorio stated, "It did not fix everything. It did not give us the measures of civil rights and equality as we had hoped. To be clear, it's not a constitution written by us, for us, nor does it grant us full representation in the nation we help defend." "But we mark this day because it was a beginning. It cracked open the door to self-governance— and we stepped through. Generation after generation has pushed that door open wider."

He added, "Now, 75 years later, it is our turn. Our responsibility. Our duty. We must move the work forward — stand taller, reach farther, and believe more boldly in what Guam can be. Not just for us, but for our children, and their children after them. We are both the inheritors of this foundation and the architects of what comes next."

The ceremony included a roll call of the government agencies established as a result of the Organic Act—an acknowledgment of the progress made possible through civil governance and a tribute to the people who built it.

7. **Port's Wellness Program Continues.** The Port Authority continues its commitment to employee wellness through monthly division-led activities. In July, the Planning Division hosted a Seawall Walk on July 2 to promote physical activity. On July 10, an

informative session on hypertension and healthy nutrition was held in collaboration with DPHSS's Mr. Al Silverio. Rounding out the month, Procurement and Supply partnered with Vitamin World Guam on July 23 to present on nutritional supplementation.

8. **Final Farewell: Chief Benjamin Q. Bucao.** With heavy hearts, the Port Authority bid a final farewell to our beloved brother, Benjamin Q. Bucao, former Port Police Chief. On Wednesday, July 9, 2025, Port family, colleagues, and friends gathered in front of the Port Administration Building to honor his life, legacy, and service. Port Police personnel stood in solemn salute, a powerful gesture of respect and gratitude from one protector to another. His memory and impact will forever remain anchored in the hearts of those he served and protected. Rest in peace, Chief Bucao. May your legacy continue to guide and inspire those who follow in your footsteps.
9. **Port Police Officers Participate in Federal Traffic Enforcement Program.** The Port's Police Division recently participated in the traffic enforcement program operation "Adahi Hao," a federal grant initiative administered by the Office of Highway Safety under the Department of Public Works. The operation took place from July 13 through August 7, 2025. During this period, Port Police officers dedicated a total of 626 hours outside of their normal assignments to strengthen roadway safety and enforcement.

The program was overseen by POII Alex Tithingrad, who was responsible for monitoring officer assignments and hours. A total of 15 officers took part in the program. Their efforts resulted in 592 citations issued, 15 license plates confiscated, and one fraudulent plate confiscated that led to an arrest. Additionally, one individual was arrested for operating a vehicle while under the influence of alcohol. We applaud the officers, as their participation in the program reflects continued dedication and commitment to keeping the island's roadways safe.

10. **One Port, One Fight: Strong Together – Rory J. Respicio and Charlie Hermosa.** We started on opposite sides. One of us runs the Port. The other raised hard questions about port fees. We talked through the cost of doing business, the complexity of Port operations, and the balance between public responsibility and private impact. It turns out we agree on more than we expected.

Rory's Perspective:

Our focus since day one has been on maximizing all charges per the tariff, and we have been making good on this commitment. Fee enforcement is not new. Some recent discoveries, as I have disclosed, were long-overdue corrections that were validated, uncontested, and discussed with industry partners before implementation. We operate with financial discipline and fairness to all port users, confirmed by audits, improved finances, stronger bond ratings, and continued trust from our industry partners, local and federal.

Charlie's Perspective:

As a former port user and operator, I have seen both sides. Customers need to understand what they are being charged and why. That was my goal in raising these questions. I have always known Rory to have an open-door policy and his willingness to address these issues strategically will go a long way. The Port has developed a mission-driven approach and willingness to solve problems in real time. Those qualities continue to make a huge difference. One thing that stood out in our conversation was how the Port kept cargo moving during the pandemic. While other ports on the mainland faced serious backlogs, Guam avoided those outcomes. That level of coordination and foresight made a real difference for everyone in the supply chain, from carriers and customers to residents and businesses across the region. This will serve as the framework for future operations and why the Port of Guam serves as a strategic gateway when it comes to the transshipment of goods, both raw materials and finished products.

Some of the anxiety around recent fee enforcement stems from the sense that these are just higher costs without a clear path to hiring more workers. That naturally raises questions about whether vessel service standards will hold. The truth is, the Port has set a new standard, and no one wants to see that progress slip and this is why this open dialogue is very important. The Port is moving in the right direction, and this conversation is part of that shift. What we see now is a Port that has been course correcting, closing gaps, and communicating more clearly with stakeholders. The effort to engage is real. What matters is that the process stays fair and responsive.

Rory's Perspective:

The Port works because of its people and its partnerships, including our workforce, management team, Board of Directors, the Governor, Lieutenant Governor, Legislature, Guam's Congressman, our local and federal partners, and the military. We stay focused on our customers while remaining accountable to those who rely on the Port for the movement of goods, mission readiness, and economic stability. We are proud of the men and women who have kept cargo flowing

across five decades through typhoons, a pandemic, and everyday challenges, too. Every correction we have made was backed by data and due diligence. We are committed to getting it right even when critics and naysayers are quick to say otherwise. This Port is about resilience, sustainability, and strengthening Guam's role in regional security and national interest. That is something I will continue to follow, including through the upcoming PUC process.

The Port's mission is twofold. First, to serve the people and economy of Guam through reliable, cost-effective operations. Second, to support national security by remaining one of sixteen strategic American ports for joint military readiness in the Pacific. These two goals are not separate. They are connected. And both require a Port that is stable, disciplined, and ready.

Charlie's Perspective:

The Port of Guam serves as a strategic port and is the lifeline of our island's economy. As the master plan continues to unfold, we need to ensure that the port's demand matches its capabilities. We need to ensure that we continue to drive efficiencies so that the Port also plays an integral part in lowering the price of goods. This has to be a collaborative effort across the board to include the support from the Department of Transportation primarily from the Maritime Administration. President Trump has been very clear on restoring America's Maritime Dominance.

Joint Closing:

We may come from different sides of the wharf, but we agree on this: Guam's Port has aging infrastructure and gantry cranes in need of immediate replacement. In addition, it must be allowed to operate like a business. Strong leadership and efficient management, rolled together with engaged industry partners and a dedicated workforce from across the public and private sectors, are what keep things moving and how trust and confidence are earned. Standing on facts, working through differences, and staying focused on real solutions makes progress matter more than posturing and keeps us mission ready, all day, every day.

- 11. Port Hosts U.S. Army SDDC Leadership for Office Call and Tour.** The Port Authority welcomed senior leadership from the U.S. Army's Surface Deployment and Distribution Command (SDDC) on July 28, 2025 for an official office call and port tour, reinforcing the Port's vital role in national defense and regional logistics. The visiting delegation included Aviana Gutierrez, Deputy to the Commander of the 599th Transportation Brigade (Hawaii), along with Thomas James Marbury, Deputy to the Operations Officer, and Clayton Maciorowski, IT Specialist. Also joining were Major James J. Rojek, Executive Officer of the 835th Transportation Battalion (Okinawa), and Guam-based SDDC personnel.

During the office call, SDDC was provided with a comprehensive briefing on the Port's operational progress and recent accomplishments—highlighting the Port's fiscal turnaround, infrastructure upgrades, and initiatives to modernize its equipment fleet. A key focus of the discussion included the Port's efforts to secure federal funding for the acquisition of new gantry cranes to meet increasing cargo demand and enhance resiliency. Following the meeting, the delegation toured the Port to view firsthand the Port's facilities, operations, and strategic capabilities that support both civilian commerce and military readiness across the Indo-Pacific region. This visit reflects the strong partnership between the Port and the U.S. military, and underscores our shared commitment to regional stability, economic growth, and national security. The Port remains the Western Pacific's premier deep-water facility and Guam's critical lifeline for commerce and defense.

12. **Port Management Team Briefs New Board Member.** The Port Authority's management team welcomed newly appointed Board Member Mark Mendiola with a formal briefing at the agency's Board Room on August 21, 2025. The session provided Director Mendiola with an overview of the Port's mission, vision, and top priorities, including major modernization efforts under the Capital Improvement Program. He was informed of the Port's vital role as Guam's only commercial seaport and a strategic hub for the region, handling 90 percent of the island's containerized and breakbulk commodities while supporting both civilian and military needs, highlighting how the Port's operational resilience, demonstrated during Typhoon Mawar and the COVID-19 pandemic, reflects the agency's theme of being "Port Strong." Then, division heads delivered comprehensive briefings on their respective areas of responsibility. Each outlined the functions and services critical to maintaining the efficiency, security, and sustainability of the Port's operations.

Director Mendiola's engagement was welcomed, noting that strong leadership at the Board level is essential to guiding the Port through its next phase of growth and modernization. Director Mendiola joins us at a time of great momentum for the Port. His experience and commitment will help strengthen our efforts to modernize the seaport, ensure operational resilience, and continue delivering the services that fuel our island's economy and support national security.

13. **Port Dive Team Conducts Post-Earthquake Underwater Inspections.** The Port Authority's Dive Team has completed a series of underwater inspections following the string of earthquakes that struck the island in August. On August 22, the Dive

Team conducted inspections of the Port's sheet pile walls to assess potential impacts to critical infrastructure. Earlier in the week, the team also inspected Wharf F3 on August 18 and Hotel Wharf on August 19. As of these inspections, no new damage has been discovered as a result of the recent seismic activity. These post-earthquake inspections are a routine but vital part of the Port's safety and resiliency protocols. Our Dive Team and support staff ensure that we have accurate, real-time assessments of our facilities so that operations remain safe and uninterrupted.

The inspection efforts were a collaborative operation involving the Port's Harbor Master Office, Port Police, and the Capital Improvement Program (CIP) and Engineering Divisions. The Port Authority remains committed to proactive safety measures to safeguard the island's only commercial seaport, ensuring that critical cargo and supplies continue to move smoothly to the people of Guam and the region.

14. Port Employees Help Jose Rios Middle School Prepare for Opening. The Port Authority's Facility Maintenance Division once again lent a helping hand to the island's education community, completing important repairs and beautification work at Jose Rios Middle School ahead of the start of the 2024–2025 school year. From July 28 through August 1, and again on August 4 and 6, a team of five Port employees worked on a variety of projects to ensure the campus was ready to welcome students back. Their work included:

- Completing the floor tiling of the gym storeroom, a project started but left unfinished by the Department of Education.
- Painting the exterior of the gymnasium.
- Cutting and collecting grass throughout the school grounds.

We appreciate the team's continued commitment to the community. Our Facility Maintenance Division continues to embody the Port Strong spirit, using their skills and hard work to benefit our island's students. Their efforts at Jose Rios Middle School are an investment in a safe, clean, and welcoming learning environment. This is not the first time the Port has stepped in to assist Jose Rios Middle School. Last year, the crew completed a variety of repairs and maintenance projects at the school, reinforcing the Port's strong partnership with the island's educational institutions.

- 15. Philippine Consulate Officials Pay Courtesy Visit.** Port Authority Deputy General Manager for Operations Dominic G. Muna welcomed officials from the Consulate General of the Republic of the Philippines during a courtesy visit held at the Port on Thursday, August 7. The delegation was led by Consul General Rosario Lemque, joined by Vice Consul Daniella Bianca Villamin-Oriondo and Consular Assistant Mary Joyce Masculino. Discussions during the visit centered on the Port's operations, the critical role of Guam's only commercial seaport in sustaining island life, and shared interests in strengthening relationships with the Philippine community on Guam. Deputy General Manager Muna expressed appreciation for the visit, noting the strong ties between the Port and the Filipino community, including Port Strong employees of Filipino heritage. We are honored to host the Consul General and her team and look forward to continued collaboration and friendship.
- 16. Honoring Labor Day and Guam's Workforce.** Every year, the first Monday in September is set aside to honor the contributions of workers across the nation. Labor Day has been a federal holiday in the United States since 1894, created to celebrate the economic and social achievements of American workers. What began as a tribute to labor unions and the strength of the working class has grown into a day that recognizes the hard work and dedication of all employees who keep our communities thriving.

Here on Guam, Labor Day carries a special meaning. As an island community that relies heavily on the skills and service of its workforce, every job matters in sustaining daily life. Nowhere is that more evident than at the Port Authority of Guam, where our employees keep the island's only commercial seaport operating around the clock. From crane operators, mechanics, and stevedores to our engineers, police, and administrative staff, each member of the Port Strong family plays a role in ensuring that 90 percent of Guam's goods flow smoothly through our docks. The Port's workforce also supports regional and national priorities. Nearly one-third of all cargo moving across our facilities is tied to military operations in the Indo-Pacific. By working tirelessly, Port employees not only sustain our civilian economy but also contribute to Guam's strategic role in regional security. As we mark Labor Day 2025, the Port Authority of Guam proudly salutes the grit, resilience, and dedication of our employees and all workers throughout the island. Their service is the foundation of Guam's growth, prosperity, and future.

17. General Manager's Notes for YTD Finances. We are providing the following summary for July 31, 2025:

REVENUES AND CARGO THROUGHPUT:

- The Port's total operating revenue as of July 31, 2025 (10 months), is \$47.9 million, which is 7.8% or \$4.1M lower than the YTD revenue budget of \$51.9 million as of July 2025.
- The total number of containers handled as of July (10 months) is 69,458, which is lower by 3.2% or 2,274 containers compared to last year's YTD total of 71,732 containers. The decrease in the number of containers can be attributed to the local containers handled by -6.8% or 3,932 containers, but it was offset by the increase in stuff transshipment and empty transshipment totaling to a positive 1,658. The total tonnage for non-containerized cargo stands is 151K revenue tons, an 14.9% decrease from last year's July total of 178K revenue tons.

OPERATING EXPENSES:

- The total operating expenses as of July 31, 2025 is \$49.4 million, which is 3.4%, or \$1.6M higher than the July YTD FY25 budget of \$47.8 million. Some of the expenses that are high in the ten months of the fiscal year are General Insurance, Depreciation, Utilities, Agency & Management fees, Insurance Benefits and Repairs and Maintenance.

OVERTIME EXPENSE AND DIRECT LABOR REVENUE:

- Overtime for all the divisions as of July is \$1.56M, which is 19.4%, or \$254K higher than the FY25 overtime budget of \$1.3M. The OT variance decreased from 21% in June to 19.4% in July OT numbers.
- The total Direct Labor revenue as of July is \$3.5 million, 3% or \$106K higher than the FY25 projection of \$3.4 million.

YTD OPERATING REVENUES MINUS YTD EXPENSES:

- Operating results (Operating revenues minus operating expenses) for July showed an improved operating loss of \$1.5 million, a 6% decrease from the \$1.6 million loss recorded in June. After accounting for net Other Income/Expenses of \$2.3 million, year-to-date results shifted to a positive net income of \$761,000, a notable turnaround from the \$342,000 net loss reported in June. This improvement was supported by \$2.8 million in federal reimbursements booked year-to-date, which continue to strengthen the Port's overall financial position.

YTD DEBT SERVICE COVERAGE RATIO (DSCR) STATUS:

- Based on the July numbers, the DSCR calculation is at 1.5, which is over the 1.25 ratio requirement in the 2018 bond indenture agreement.

18. Civil Service Commission Adverse Action Case No. 25-AA02T.

Background

An adverse action appeal was filed under Civil Service Commission (CSC) Case No. 25-AA02T challenging management's decision regarding disciplinary action. The matter was scheduled for a merits hearing over four days: August 21, September 9, September 11, and September 23, with proceedings expected to begin at 9:00 a.m. and conclude around 12:00 to 1:00 p.m. each day.

Commission Findings

On the first scheduled hearing date, August 21, 2025, the employee did not appear. The Civil Service Commission dismissed the case for failure to prosecute. This dismissal concluded the matter without the need to proceed with the remaining hearing dates.

Port's Position

The Port Authority of Guam acknowledges the CSC's dismissal as final. While the merits of the case were not heard, management maintains that the adverse action was taken lawfully and in accordance with the Personnel Rules and Regulations.

Conclusion

This dismissal closes the case without further proceedings. Management remains committed to handling all disciplinary matters fairly, with due process, and consistent with Guam law and the merit system.

19. Civil Service Commission Post Audit – In-House Attorney Positions.

Background

On August 26, 2025, the Civil Service Commission unanimously dismissed the post-audit complaint filed regarding the Port's two in-house attorney positions. The Commission affirmed that the corrective action taken on June 23, 2025, to reclassify the attorney positions into the classified service was lawful, consistent with Guam law and the Haeuser precedent, and must be retroactive to the original dates of hire.

Commission Deliberations

During deliberations, Commissioners made the following key points:

- **Chairperson Juan K. Calvo** emphasized that this was an investigative post-audit under 4 GCA § 4403(d). He commended Management for “responding to everything as required by law,” and stressed that the correction satisfied statutory and constitutional mandates, with retroactivity required. He described the case as “landmark,” tied to the *Haeuser* precedent and the Organic Act’s mandate for a merit system, noting that positions may only be unclassified if impracticability is properly determined.
- **Vice Chair Anthony P. Benavente** expressed concern for protecting employees “through no fault of their own,” praised Management’s thorough response, and concluded the corrective action was the right solution: “I believe we’re done.” He also noted that the attorneys had already served more than two years, performed satisfactorily, and received increments — evidence that Management was confident in their work and that the correction was justified.
- **Commissioner Cathy O. Catling** observed that the matter should have been resolved internally years earlier, saying conflicts ought to be “figured out and resolved at the lowest level” before escalation. Despite this, she commended Management for taking the proper corrective steps and emphasized that the affected employees were unfairly placed in this predicament through no fault of their own.
- **Commissioner Francisco T. Guerrero** agreed that the issue should have been addressed at the time of appointment rather than two years later, and stressed that the delay unnecessarily prolonged the resolution of a problem that could have been corrected early on.

Findings

The Commission also acknowledged that the complainants were not aggrieved employees. It concluded that nullification would have unlawfully harmed the employees by stripping them of merit system protections.

Conclusion

This outcome affirms Management’s proactive corrective measures, compliance with Guam law, and commitment to safeguarding Port operations while upholding merit system principles.

20. Civil Service Commission Post Audit Case No. 25-PA02 – Personnel Specialist IV Recruitment

Background

On April 23, 2025, a post audit complaint was filed challenging the recruitment and selection process for the Personnel Specialist IV position (Job Announcement No. 04-25). The Civil Service Commission (CSC) staff conducted an investigation, and in its report dated August 1, 2025, confirmed that:

- Fourteen applicants applied for the position.
- Nine applicants were certified as qualified.
- Five applicants were interviewed by the panel.
- Ratings were completed in accordance with Personnel Rules and Regulations (PRR).
- The selected applicant rightfully ranked in the top five.
- The appointing authority acted within lawful discretion.

The CSC staff concluded that the recruitment complied with the merit system and recommended procedural improvements for future recruitments.

Port's Position

The Port affirms and accepts the staff's findings that the recruitment complied with PRR and the merit system. Management has also accepted and begun implementing the procedural recommendations provided by CSC staff to further strengthen recruitment processes.

Pending Motion before the CSC in response to its August 1, 2025 inviting Management for its response.

On August 13, 2025, Management filed a motion to correct the record in response to the CSC staff's August 1, 2025, report, which had invited Management's response. The motion seeks to address investigative omissions that created an incomplete narrative.

The motion cites evidence which alleged advocacy for specific candidates in the recruitment process. This evidence was provided in the interest of transparency but was omitted from the staff's report.

Management's motion reiterates that the recruitment was lawful, consistent with the merit system, and affirms the Port's continued commitment to ensuring that all hiring processes remain transparent, fair, and compliant with the Personnel Rules and Regulations.

21. Infection Prevention During Servicing Operations. On August 25, 2025, I issued Policy Memorandum No. 2025-GM04, establishing clear procedures to reduce the spread of infectious diseases during servicing, repair, and maintenance at the Port Authority of Guam.

The policy applies to all Port employees, contractors, and vendors engaged in servicing equipment, vessels, facilities, IT systems, or infrastructure. It recognizes that repeated COVID-19 infections increase risks of severe health issues, including long COVID, and sets standards for prevention.

Key requirements include:

- **Personal Protective Equipment (PPE):** Minimum of face masks and gloves for all servicing activities, with additional PPE in high-risk areas.
- **Hygiene and Cleaning:** Disinfection of tools, radios, vehicles, keyboards, and workstations before and after use.
- **Worksite Practices:** Distancing when feasible, limiting personnel in confined spaces, and restricting access to active service zones until disinfection is complete.
- **Authority to Suspend Work:** Responding personnel may deny or suspend assistance if end users are not in compliance; work resumes only once safeguards are met.
- **Training:** All Port employees, contractors, and end users will receive infection-prevention training and annual refreshers.
- **Documentation and Reporting:** Division supervisors must maintain servicing logs, with incidents reported to the Safety Office and reviewed by Management.
- **Return to Work:** Employees recovering from illness must be cleared through HR and Public Health guidance.

This policy underscores the Port's commitment to protecting employees, contractors, and customers while maintaining uninterrupted operations.

22. Black Construction Lease Offset Agreements. Management is actively reviewing Black Construction's lease offset agreements in coordination with Legal and CIP/Engineering. The following documents are under review and preparation:

1. Draft Lease Payment Offset Agreement.
2. Lease Offset Verification Certificate.
3. Schedule of Values, Estimate for Voucher, and Invoice for the Casting Yard — based on pricing reviewed and deemed fair and reasonable by PAG Engineering.
4. Schedule of Values, Estimate for Voucher, and Invoice for Hotel Wharf — also based on pricing reviewed and deemed fair and reasonable by PAG Engineering.

The Board previously authorized \$1 million in dollar-for-dollar lease offsets under Board Resolution No. 2025-23. Management anticipates additional offset authorizations will be required and plans to bring this forward for Board consideration at the September Board of Directors meeting, subject to the Chair's approval for inclusion on the agenda.

Current Pricing Under Review

- AG Quarry CAU Casting Yard: \$6,039,351.00
- PAG Hotel Wharf: \$831,888.00

Additional Projects Under Pricing Review

- Family Beach Bathroom
- Solar lighting and paving from Hotel Wharf up to Family Beach
- Solar lighting for Marinas

23. Status Update – Gantry Crane Acquisition.

Development of Specifications

Work on crane specifications began in 2019 with the Port's engineering consultants and end users. These early efforts defined technical requirements aligned with operational realities and long-term modernization needs, ensuring the Port would be ready when funding and regulatory conditions allowed procurement to move forward.

Initial Grant Applications (2019, 2022, 2023, 2024)

The Port's initial attempt to purchase a Ship-To-Shore (STS) Gantry Crane was in 2019 through the Economic Development Administration (EDA); which was not funded. Subsequently, the Port also submitted a USDOT MEGA grant program request in Program Year 2022, which was declined due to noncompliance with Buy America requirements. A third application in Program Year 2023 submitted to the USDOT INFRA grant program was also unsuccessful because MARAD did not approve the Port's request for a Build America, Buy America Act (BABAA) waiver. In 2024, the Port once again submitted an application to OLDCC's DCIP program, which was also denied due to no BABAA waivers were issued by the OLDCC.

Board Authorization & Funding Reallocation

In April 2024, the Board of Directors unanimously approved the procurement of up to three new ship-to-shore (STS) gantry cranes via Resolution No. 2024-01, *Relative to Authorizing the Port Authority of Guam General Manager to Temporarily Pause H-Wharf Construction, Procure Additional Gantry Cranes, and Establish Comprehensive Strategic Measures for Port Operational Enhancement and Financial Reallocation*.

Procurement Planning

A multi-phase bidding process, in coordination with Legal, was approved under Resolution No. 2024-16 in October 2024 and is now being finalized to ensure compliant and strategic procurement.

Buy America Waiver Granted

In early 2025, MARAD granted a Build America, Buy America (BABA) waiver for STS gantry cranes in Pacific territories. This waiver removed a long-standing barrier, since STS cranes cannot be domestically manufactured, and directly enabled Guam to advance procurement.

2025 PIDP Application

The Port submitted another grant proposal to MARAD's Port Infrastructure Development Program (PIDP) in April 2025 for the acquisition of three new STS gantry cranes.

Ongoing Federal and Local Advocacy

In parallel with the PIDP application, a Congressional earmark effort led by Congressman James Moylan is underway. Additionally, the Governor and Lieutenant Governor have advanced the Port's readiness needs through the Department of Defense's Economic Adjustment Committee (EAC) process to align with military buildup mitigation efforts.

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

- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** PAG staff met with Project Officer to discuss options to expend remaining grant funds.

Update: PAG staff working with EDA Program Manager on potential funding opportunity under EDA's Supplemental Disaster Grant Program to supplement funding shortfall on the project. In addition, the Port is coordinating with F1 Pier Manager and fuel operators to define the scope for a grant scope modification request.

- **MARAD Marine Highway Program.**

1. PO 19890-OS - PAG received two refrigerated container (reefer) 40-plug gensets on April 19, 2025. – *Update:* Finance processed reimbursement request to MARAD on August 12, 2025, pending approval by MARAD.
2. PO 20412-OS – PAG received five (5) ea. 11,000-lbs. on June 23, 2025. – *Update:* Planning routed recommendation for payment memo.

Update: Planning is working with MARAD grant and Program Managers to reprogram excess funds from the FY 2022 AMH grant.

- **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* – Pending close out notification from OLDCC.
- **EPA Diesel Emissions Reduction Act (DERA) Program.** Grant application status pending review by US EPA. PO 20063-OS - Two Tier 4 terminal yard tractor units were delivered to PAG on April 25, 2025. Planning and Maintenance Divisions will coordinate the decommissioning of tractor units previously identified for replacement.

Update: Finance processed reimbursement request for the two tractor units received through FY22 grant 98T77501, pending approval by US EPA. Maintenance completed scrapping of the two units identified for replacement.

- **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:

- **Environmental Assessment** - As part of the ongoing Environmental Assessment, consultation letters have been prepared and shared with key federal regulatory partners.
 - On July 11, PAG received Essential Fish Habitat (EFH) Conservation Recommendations from the National Marine Fisheries Service (NMFS). PAG formally concurred with the recommendations on August 8. NMFS acknowledged PAG's commitments and officially closed the EFH consultation.
 - **Conservation Recommendation 1:** Relocate all branching corals within the direct impact area to selected sites to minimize loss of corals.
 - **Conservation Recommendation 2:** Remove marine debris.
- **Monthly Progress Meeting** - Regular coordination continues through monthly meetings with MARAD Project Managers to maintain situational awareness across all RAISE grant-related activities. As part of this effort, the MARAD PM has updated the draft Grant Agreement to reflect the new Administration's grant requirements. The revised draft has been provided to PAG for review and comment. Final execution of the agreement is contingent upon completion of NEPA requirements.
- **Office of Insular Affairs Maintenance Assistance Program (MAP).**
 - **Port Welding Shop Phase 1 & 2 Project.** Work commenced on January 22, 2025. ***Update:*** Welding Shop outdoor spall repair has been completed. Indoor work is in progress. An amendment is being developed to account for the additional spalling that has been discovered over the course of the project.

- **Generator Maintenance Program.** On January 23, 2025, the PAG received approval for its no-cost extension request to September 30, 2026. This will allow the Port to fully execute Year 3 of the technical service contract. *Status Quo* - Contractual work is ongoing. Facilities Maintenance Division along with Procurement division issued out the third contract year service.
- **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. 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.

Update: The Port is progressing the Net Zero Emissions Strategy Update and Implementation Plan project, initially focusing on the development of the Quality Assurance Project Plan and the decarbonization conference. The project's virtual kick-off meeting is scheduled for August 28, 2025.

- **Clean Vessel Act (CVA) Assessment Grant – Pumpout Services for Public Marinas and Harbor of Refuge.**

Status Quo – PAG was designated as a subrecipient under a \$385,000 Clean Vessel Act (CVA) grant awarded to the Guam Department of Agriculture's Division of Aquatic and Wildlife Resources (DAWR). The grant supports a comprehensive assessment of pumpout service needs for recreational boats at the Agat Marina, Gregorio D. Perez Marina, and the Harbor of Refuge.

The project will evaluate the most appropriate CVA service—shore-based or pumpout vessel—for the island's public marinas, considering varying waste volumes, boat access needs, and system infrastructure.

Update: In June, during a meeting with the FWS Grant Manager and DOAg, the Port Authority was informed that it had been awarded the grant as subrecipient to conduct the assessment and determine feasibility across the marinas and Harbor of Refuge. DOAg also confirmed that a draft Memorandum of Understanding (MOU) is under development and is anticipated to be finalized in Q4 2025.

- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**

Status Quo – PAG awaits notification from Community First Guam Federal Credit Union, lead applicant. Projects selected are:

- Installation of a Solar Photovoltaic System and Batteries Project
- Microgrid Feasibility Study Project
- 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 on November 21, 2024, for the PAG Harbor Restoration and Resilience Initiative (PAGHRR) Project, which would remove thirteen (13) abandoned and/or sunken vessels from PAG properties. The proposed project total is \$859,720.00.

Status Quo - The PAG has been working with Boat US Foundation to address and finalize all grant award documentation. Next steps are to finalize the scope and then move forward with the procurement process.

- **Sport Fish Restoration & Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp.** PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Harbor of Refuge under the 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 Q4 2025.

- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** PAG submitted its application, PAG Low-Carbon Transportation Materials Study, in November 2024. This proposal aims to identify and test locally sourced, low-carbon recycled waste

materials to assess their suitability for use in eligible Federal-aid projects. Additionally, the study will help integrate these materials into future transportation plans or updates for Guam. The total project cost is \$7,216,910.00.

- *Status Quo* - FHWA still in the process of reviewing applications.
- **New Grant Opportunity – 2025 U.S. Department of Transportation Maritime Administration (MARAD) - U.S. Marine Highway Program (USMHP).**

Status Quo – In an effort to continue PAG's success with MARAD's USMHP Project Designation titled "Guam Marine Transportation Enhancement Initiative" as well as a grant award of \$5.7M during the FY 2022 cycle, the PAG will be submitting a project proposal for the acquisition of specialized cargo handling equipment that will directly enhance the operational capacity and efficiency in support of the Marine Highway Route M-GNM1.

- **New Grant Opportunity – 2025 Department of Defense Office of Local Defense Community Cooperation (OLDCC) Defense Community Infrastructure Program (DCIP).** *Update:* The Strategic Planning division submitted the *F1 Pier Infrastructure Restoration – Structural and Safety Repairs Project* grant application on July 3, 2025. A total project cost of \$6,981,369.00 with a request of federal funding in the amount of \$4,886,958.

Update: PAG was notified that this application passed the ranking stage and now have been formally invited to apply for the next stage.

25. Port Revenue Bonds Project Status. As of August 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,



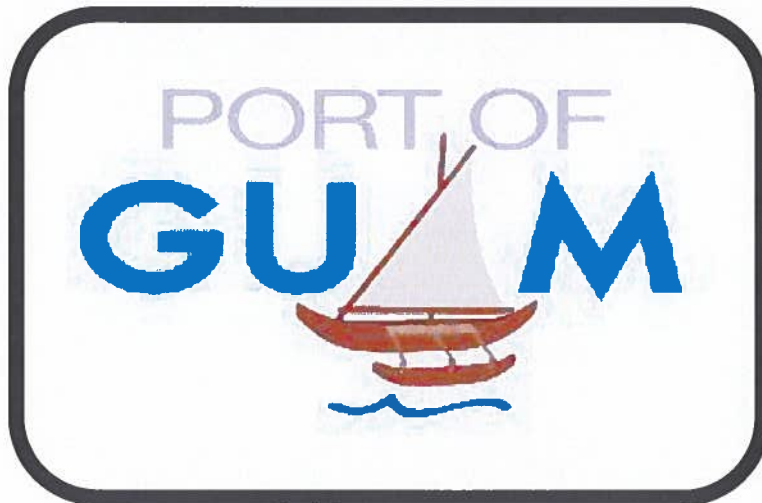
Rory J. Respicio
General Manager

2018 Port Revenue Bonds Status Report
As of August 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	\$1,740,063.86	\$44,591,831.14	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 finalized the design to ensure compliance with the latest engineering codes. 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. The PAG had received a FEMA determination for Golf Pier. UPDATE: On August 9, 2025, PAG submitted an appeal letter requesting reinstatement of eligibility for Permanent Work assistance related to damages sustained during Typhoon Mawar. The Guam Recovery Office is currently reviewing the Port's appeal letter and has 120 days to submit recommendation to FEMA.
Waterline Replacement and Relocation	\$6,000,000.00	\$4,278,666.49	\$1,721,333.51	RFP No. 2019-03 - A&E Design awarded to NC Macario PO No. 20723-OS for \$4,837,223.18 BME & Sons Inc. (Outstanding balance to be drawn down from the New Administration Building)	Pipe installation along wharves F4 to F5 is ongoing. The first section of the new waterline near the fire water tank has been connected. 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. UPDATE: Work in the yard is ongoing. Fire hydrant delivery is currently scheduled for November 2025. BME is also preparing to abandon the old water pipelines once the new fire hydrants are installed.
EQMR Building Repairs and Upgrades	\$3,628,800.00	\$3,244,740.91	\$384,059.09	PO No. 18007OS for \$3,980,000.00 awarded to JJ Global Service	The repair & paint work as well as lead based paint abatement has been completed. UPDATE: Work is ongoing. Electrical is at 92%, fire protection is at 75%, and canopy work is at 90%. Work on window louvers at Bay 2 have begun.
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. The bid opening was held on February 5, 2025. UPDATE: The contractor has begun chipping and saw cutting exterior concrete spalling.
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 and integration of TOS	\$4,980,745.00	\$379,755.94	\$4,600,989.06	See status	1. Please refer to MARAD RAISE - Wharves Service Life Extension Hardening of Wharves F2-F6 for more information. 2. The TOS Upgrade scope of services is under Procurement and Legal review. UPDATE: Drawdowns are being made for the MARAD RAISE EA.
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. The PAG is also exploring preventative maintenance modules and content management. UPDATE: Automated paystubs are now live. The PAG has also moved from Oracle to DXE for customer support via a MOA with GWA. The PAG's RFP for DXE is still ongoing. 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	\$13,023,220.46	\$64,863,219.54		

Jose D. Leon Guerrero
Commercial Port

FY 2026
Proposed Budget



For Review by the Board of Directors

August 28, 2025 – Meeting of the Board of Directors

**PORT AUTHORITY OF GUAM
JOSE D. LEON GUERRERO COMMERCIAL PORT**

**FY-2026
PROPOSED BUDGET**

TABLE OF CONTENTS

	Page
1) GRAND SUMMARY	1-2
2) REVENUES	3-4
3) NON-DIVISIONAL/GENERAL EXPENSE	5-6
4) GANTRY CRANES/CRANE MAINTENANCE DIVISION	7-8
5) FACILITY MAINTENANCE	9
6) MARINA'S	10
7) SECTION/DIVISION SUMMARY	11
101 General Manager/Deputy General Manager	12
121 Harbor Master	13
122 Port Police	14
123 Safety	15
145 Planning Division	16
150 Marketing/Public Relations	17
300 Operations Manager	18
310-313 Stevedore	19
320 Terminal	20
330-333 Transportation	21
400-414,430 Equipment Maintenance	22
420-423 Facility Maintenance	23
600 Corporate Services	24
610 General Administration	25
620 Human Resources	26
630-632 Procurement & Supply	27
640 Engineering/CIP	28
650-655 Commercial	29
670 Information Technology	30
675,140,681,685 Finance Division	31
7) CAPITAL IMPROVEMENT PROJECTS	32
8) SURVIVABILITY CLAUSE	33
9) ORGANIZATIONAL CHART	34

**FY-2026
PROPOSED BUDGET
GRAND SUMMARY**

		FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	DESCRIPTION						
1	Cargo Revenues	43,013,305	42,487,485	25,402,601	38,103,901	525,820	4,909,404
2	Non Cargo Revenues	14,062,793	11,695,567	6,792,265	10,188,397	2,367,226	3,874,396
3	TOTAL REVENUES	57,076,099	54,183,052	32,194,866	48,292,298	2,893,046	8,783,800
4							
5	Divisional - Salaries & Benefits						
6	Management & Employee Salaries	25,053,152	25,098,978	14,039,039	21,058,559	-45,826	3,994,593
9	Holiday Work	257,389	229,285	164,518	246,777	28,104	10,611
10	Sick Leave Used	0	0	748,375	1,122,563	0	-1,122,563
11	Annual Leave Earned	0	0	1,304,702	1,957,054	0	-1,957,054
13	Comp Time Taken	0	0	11	16	0	-16
14	Typhoon Salaries	0	0	0	0	0	0
15	Labor Cost Salaries	-2,759,394	-2,569,716	-3,148	-4,723	-189,679	-2,754,672
16	Vacancy Pool	1,200,000	1,200,000		0	0	1,200,000
17	Regular Salaries	23,751,146	23,958,547	16,253,497	24,380,246	-207,401	-629,099
19	Night Differential/Hazard Pay	1,114,128	814,739	543,058	814,587	299,389	299,541
20	Overtime	2,031,346	1,899,956	1,378,825	2,068,237	131,390	-36,891
18	Labor Cost Overtime	-478,957	-250,496	-53,478	-80,217	-228,461	-398,739
21	Retirement	7,606,120	6,766,684	4,861,694	7,292,540	839,435	313,579
22	Death & Disability	68,909	78,270	44,045	66,068	-9,361	2,841
24	Hospital	3,516,485	2,501,430	2,247,674	3,371,510	1,015,055	144,975
25	Life	67,421	65,950	43,095	64,642	1,471	2,780
26	Dental	130,667	105,506	83,520	125,280	25,161	5,387
27	Medicare	361,462	358,679	231,040	346,560	2,783	14,902
28	Labor Cost Benefits	-1,249,339	-863,438	-26,482	-39,723	-385,901	-1,209,616
33	SUB-TOTAL	36,919,389	35,435,829	25,606,487	38,409,730	1,483,560	-1,490,341
34							
35	Other Divisional Expense						
36	Office Supplies	55,120	50,000	26,717	40,076	5,120	15,044
38	Operational Supplies	1,000,000	1,000,000	651,683	977,524	0	22,476
39	Gas, Diesel	350,000	350,000	151,923	227,884	0	122,116
40	Equipment	352,850	370,738	83,078	124,618	-17,888	228,232
41	Contractual	1,030,870	823,794	553,404	830,106	207,076	200,764
42	Miscellaneous	152,729	168,487	52,999	79,498	-15,758	73,231
43	Training (Local/Federal)	100,000	100,000	32,031	48,047	0	51,954
45	Travel (Local/Federal)	140,000	140,000	76,675	115,012	0	24,988
46	SUB-TOTAL	3,181,569	3,003,019	1,628,509	2,442,764	178,550	738,805
47							
48	TOTAL DIVISIONAL EXPENSE	40,100,958	38,438,848	27,234,996	40,852,494	1,662,110	-751,536
49							
50	General Expense						
52	OTHER BENEFITS	75,000	57,714	60,215	90,322	17,286	-15,322
53	OTHER PERSONNEL COSTS	60,000	60,000	110,065	165,098	0	-105,098
54	COMMUNICATIONS	200,100	205,650	47,305	70,958	-5,550	129,142
55	UTILITIES	2,100,000	1,546,000	1,248,893	1,873,340	554,000	226,660
56	GENERAL INSURANCE	5,243,971	4,720,000	3,105,437	4,658,155	523,971	585,816
57	REPAIRS AND MAINTENANCE	126,519	80,000	70,362	105,543	46,519	20,976
59	DEPRECIATION EXPENSE	6,294,095	5,617,421	3,814,603	5,721,905	676,674	572,190
60	DAMAGE, SHORTAGE, WRITEOFF	15,000	15,000	0	0	0	15,000
61	MISCELLANEOUS	117,500	152,500	29,994	44,991	-35,000	72,509
62	AGENCY & MANAGEMENT FEE'S	1,147,835	918,000	694,623	1,041,934	229,835	105,901
63	PROFESSIONAL SERVICES	932,300	1,020,100	336,131	504,197	-87,800	428,103
64	OTHER CONTRACTUAL	233,000	230,000	9,570	14,355	3,000	218,645
68	SUBTOTAL GENERAL EXPENSE	16,545,320	14,622,385	9,527,609	14,291,414	1,922,935	2,253,907

**FY-2026
PROPOSED BUDGET
GRAND SUMMARY**

		FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	DESCRIPTION						
70	GRAND TOTAL EXPENSE	56,646,278	53,061,233	36,762,605	55,143,908	3,585,045	1,502,370
71							
73	OPERATING INCOME/LOSS	429,820	1,121,819	-4,567,740	-6,851,610	-691,999	7,281,430
74							
75	OTHER INCOME/EXPENSE						
76	Non-Operating Expense	5,809,487	4,926,319	3,841,236	5,761,853	883,168	47,634
77	Federal Reimbursements	4,521,985	2,130,005	2,469,703	3,704,555	2,391,979	817,430
80	Miscellaneous Interest Income	5,457,239	5,457,239	3,009,952	4,514,929	0	942,311
81	TOTAL OTHER INCOME/EXPENSE	4,169,737	2,660,926	1,638,420	2,457,630	1,508,811	1,712,107
82							
83	NET INCOME/LOSS	4,599,557	3,782,745	-2,929,320	-4,393,980	816,812	8,993,537
84							
85	CRANE NET INCOME/LOSS	8,237	767,057	-178,711	0	-758,820	0
87	FMF NET INCOME/LOSS	1,248,377	1,424,544	-824,857	(1,237,285)	176,167	(11,092)
88	TOTAL NET INCOME/LOSS	5,856,171	5,974,346	-3,932,887	-5,631,265	234,159	8,982,445

**FY-2026
PROPOSED BUDGET
REVENUES**

	DESCRIPTION	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	CARGO REVENUES						
1	CT-Containers	24,594,875	24,289,856	14,343,544	21,515,316	305,019	3,079,559
2	CT Breakbulk	1,165,761	1,363,436	654,683	982,025	-197,675	183,737
3	CT Unitized	127,804	31,405	71,774	107,660	96,399	20,143
5	CT Ro/Ro	1,065,613	1,361,385	598,441	897,661	-295,771	167,952
6	CT Devan/Stuff	17,993	21,829	10,105	15,158	-3,836	2,836
7	CT Heavylift	40,466	86,505	22,726	34,088	-46,038	6,378
8	CT Longlength	2,216	26,342	1,244	1,866	-24,126	349
9	OUT-OF-GAUGE CARGO	164,391	129,113	95,871	143,807	35,278	20,584
10	CARGO THROUGHPUT REVENUES	27,179,120	27,309,870	15,798,388	23,697,582	-130,750	3,481,538
11							
12	OTHER CARGO RELATED REVENUES						
15	Transshipment Container	2,775,148	2,255,745	1,618,445	2,427,668	519,403	347,480
16	Overstow Container	86,453	148,894	50,419	75,628	-62,441	10,825
17	Shifted Container	4,174	2,166	2,434	3,651	2,008	523
18	Rigged Container	50,067	39,607	29,199	43,798	10,461	6,269
19	REEFER CNTR-PLUG/UNPLUG	150,079	144,610	87,525	131,287	5,469	18,792
20	Direct Labor Billed	5,000,368	4,051,195	2,861,155	4,291,732	949,173	708,636
21	Equipment Rental	354,232	314,883	202,688	304,031	39,349	50,201
22	Port Entry Fee&Dockage	451,335	457,937	289,318	433,976	-6,602	17,359
23	Wharfage	6,031,762	6,753,726	3,866,514	5,799,771	-721,965	231,991
24	Fuel Surcharge*	710,339	742,221	455,346	683,018	-31,882	27,321
25	Maritime Security Fee*	220,228	266,630	141,172	211,758	-46,402	8,470
26	OTHER CARGO RELATED REVENUES	15,834,186	15,177,615	9,604,213	14,406,319	656,570	1,427,866
27							
28	TOTAL CARGO REVENUES	43,013,305	42,487,485	25,402,601	38,103,901	525,820	4,909,404
29							
30	FACILITIES REVENUES						
31							
32	Facility Usage						
33	Facility-Usage-MOBIL	0	200,000	0	0	-200,000	0
35	Facility-Usage-TRISTAR	4,260,882	4,260,882	2,530,615	3,795,922	0	464,959
36	Cement Thruput	0	160,000	0	0	-160,000	0
37	Facility Usage	4,260,882	4,620,882	2,530,615	3,795,922	-360,000	464,959
38							
39	Space Rental	3,856,883	1,286,748	655,913	983,870	2,570,135	2,873,013
42	Lease Income-GEDA	1,545,177	1,537,126	1,021,452	1,532,178	8,051	12,998
44	Common Area Maintenance	33,055	33,055	22,036	33,055	0	0
45	Security Surcharge Rental	183,302	54,262	25,925	38,887	129,040	144,415
46							
47	Marina Revenues						
48	Water and Landside Activity	8,000	8,000	4,670	7,005	0	995
49	Gregorio D. Perez	65,000	65,000	0	0	0	65,000
50	Agat Marina	240,000	240,000	0	0	0	240,000
51	Marina Revenues	313,000	313,000	4,670	7,005	0	305,995
52							
53	Harbor of Refuge	34,098	34,098	21,266	31,899	0	2,199
54	Demurrage	3,218,144	3,218,144	2,351,665	3,527,497	0	-309,353
55							
56	TOTAL FACILITY REVENUES	13,444,541	11,097,315	6,633,543	9,950,314	2,347,226	3,494,227
57							
58	OTHER FEES & SERVICES						
61	Materials Used	0	0	595	892	0	-892
62	Passenger Service	164,824	164,824	16,110	24,165	0	140,659
64	Bunker Services	23,271	23,271	23,114	34,671	0	-11,400
65	Special Services	67,827	67,827	70,792	106,188	0	-38,361
66	Elect. Power	20,735	20,735	13,823	20,735	0	0
67	TOTAL OTHER FEES & SERVICES	276,657	276,657	124,434	186,651	0	90,006
68							

**FY-2026
PEOPOSED BUDGET
REVENUES**

	DESCRIPTION	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
69	ADMINISTRATIVE FEES & SERVICES						
70	PAG Documentation	375	375	0	0	0	375
71	I.D. Badges	1,005	1,005	825	1,238	0	-233
72	Police Reports	5	5	0	0	0	5
75	Violation of Regulation Penalty	210	210	211	316	0	-106
78	TOTAL ADMINISTRATIVE FEES & SERVICES	1,595	1,595	1,036	1,554	0	-334
79							
80	OTHER INCOME/EXPENSE						
85							
86	OTHER REIMBURSEMENTS						
89	OAE Technical Services	300,000	300,000	33,252	49,879	0	250,121
91	Office of Highway Safety - A Dai He Hao	40,000	20,000	0	0	20,000	40,000
93	TOTAL OTHER REIMBURSMENTS	340,000	320,000	33,252	49,879	20,000	290,121
94							
99	TOTAL OTHER INCOME/EXPENSE	340,000	320,000	33,252	49,879	20,000	290,121
100							
101	TOTAL NON CARGO REVENUES	14,062,793	11,695,567	6,792,265	10,188,397	2,367,226	3,874,021
102							
103	TOTAL CARGO/NON-CARGO REVENUES	57,076,099	54,183,052	32,194,866	48,292,298	2,893,046	8,783,425
104							
105	REIMBURSEMENTS						
106	FEDERAL REIMBURSEMENT						
107	Miscellaneous Expense	0	0	23,116	34,673	0	-34,673
108	MARAD	2,242,750	0	1,746,915	2,620,372	2,242,750	-377,623
113	Fed Reim-DOI MAP 2022	0	0	37,708	56,562	0	-56,562
116	Fed Reim-EPA	0	0	32,931	49,397	0	-49,397
118	Fed Reim-EDA	2,026,996	0	0	0	2,026,996	2,026,996
117	Fed Reim-HS 2021 PSGP	0	42,225	0	0	-42,225	0
119	Fed Reim-HS 2022 PSGP	0	0	11,768	17,652	0	-17,652
117	Fed Reim-HS 2023 PSGP	0	0	75,054	112,581	0	-112,581
120	Fed Reim-OEA Owners	0	300,000	510,485	765,727	-300,000	-765,727
123	Fed Reim-OIA Eng. Anal.	172,869	0	0	0	172,869	172,869
128	Fed Reim-FEMA	79,370	241,476	31,726	47,590	-162,106	31,780
129	Fed Reim-FEMA Typhoon	0	0	0	0	0	0
131	OIA	0	98,450	0	0	-98,450	0
132	EDA	0	1,447,855	0	0	-1,447,855	0
133	FEDERAL REIMBURSEMENT	4,521,985	2,130,005	2,469,703	3,704,555	2,391,979	817,430
139							
140	TOTAL REIMBURSEMENTS	4,521,985	2,130,005	2,469,703	3,704,555	2,391,979	817,430
141							
142	MISCELLANEOUS INCOME						
144	Interest Income-Billing	109,293	109,293	46,305	69,457	0	39,836
145	Interest Income-Bond	4,151,172	4,151,172	2,252,108	3,378,162	0	773,010
146	Interest Income-Investment	1,180,761	1,180,761	717,835	1,076,753	0	104,008
148	Miscellaneous Income	16,014	16,014	-6,296	-9,443	0	25,457
150	MISCELLANEOUS INCOME	5,457,239	5,457,239	3,009,952	4,514,929	0	942,311
151							
152							
153	GRAND TOTAL REVENUES	67,055,322	61,770,297	37,674,521	56,511,782	5,285,026	10,543,166

**FY-2026
PROPOSED BUDGET
GENERAL EXPENSE**

	DESCRIPTION	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	GENERAL EXPENSE						
1	OTHER BENEFITS						
2	Recognition Awards	75,000	57,714	60,215	90,322	17,286	-15,322
5	TOTAL OTHER BENEFITS	75,000	57,714	60,215	90,322	17,286	-15,322
6							
7	OTHER PERSONNEL COSTS						
8	Workmen's Compensation	50,000	50,000	107,824	161,736	0	-111,736
9	Drug Program	10,000	10,000	2,241	3,362	0	6,638
10	TOTAL OTHER PERSONNEL COSTS	60,000	60,000	110,065	165,098	0	-105,098
11							
12	COMMUNICATIONS						
13	Long Distance	100	650	27	41	-550	59
14	Telephone	50,000	50,000	32,293	48,439	0	1,561
15	Telephone System Maintenance	0	5,000	0	0	-5,000	0
16	Internet Access	150,000	150,000	14,985	22,478	0	127,522
18	TOTAL COMMUNICATIONS	200,100	205,650	47,305	70,958	-5,550	129,142
19							
20	UTILITIES						
21	Water	500,000	246,000	350,983	526,475	254,000	-26,475
22	Power	1,500,000	1,200,000	826,535	1,239,803	300,000	260,197
23	Trash Removal	100,000	100,000	71,375	107,063	0	-7,063
24	TOTAL UTILITIES	2,100,000	1,546,000	1,248,893	1,873,340	554,000	226,660
25							
26	GENERAL INSURANCE						
27	Insurance	5,123,971	4,600,000	3,105,437	4,658,155	523,971	465,816
28	Workmen's Compensation Insurance	120,000	120,000	0	0	0	120,000
29	TOTAL GENERAL INSURANCE	5,243,971	4,720,000	3,105,437	4,658,155	523,971	585,816
30							
31	REPAIRS AND MAINTENANCE						
33	Maintenance-PAG F1 Pier	121,519	75,000	38,400	57,600	46,519	63,919
34	Building Maintenance	5,000	5,000	31,962	47,943	0	-42,943
36	TOTAL REPAIRS AND MAINTENANCE	126,519	80,000	70,362	105,543	46,519	20,976
37							
38	DEPRECIATION EXPENSE						
39	Depreciation	6,294,095	5,617,421	3,814,603	5,721,905	676,674	572,190
40	TOTAL DEPRECIATION EXPENSE	6,294,095	5,617,421	3,814,603	5,721,905	676,674	572,190
41							
42	DAMAGE, SHORTAGE, WRITEOFF						
43	Inventory Loss/Writ	0	0	0	0	0	0
47	Claims Cargo Shortage	15,000	15,000	0	0	0	15,000
50	TOTAL DAMAGE, SHORTAGE, WRITEOFF	15,000	15,000	0	0	0	15,000
51							
52	MISCELLANEOUS						
53	Contingencies	50,000	50,000	0	0	0	50,000
54	Natural Disaster Emergency Fund	15,000	15,000	0	0	0	15,000
55	Board of Director's Expense	6,500	6,500	1,050	1,575	0	4,925
57	I.D. TWIC	14,000	14,000	8,294	12,441	0	1,559
58	Pump Out Station	2,000	2,000		0	0	2,000
59	GPS/IT&E MiFleet	30,000	65,000	20,650	30,975	-35,000	-975
60	TOTAL MISCELLANEOUS	117,500	152,500	29,994	44,991	-35,000	72,509
61							
62	AGENCY & MANAGEMENT FEE'S						
63	Agency Fees	8,000	8,000	5,849	8,774	0	-774
64	Mobil Manager's Fee	0	0	0	0	0	0
65	Tristar Manager's Fee	1,139,835	910,000	688,774	1,033,161	229,835	106,674
66	TOTAL AGENCY & MANAGEMENT FEE'S	1,147,835	918,000	694,623	1,041,934	229,835	105,901
67							

**FY-2026
PROPOSED BUDGET
GENERAL EXPENSE**

		FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
68	PROFESSIONAL SERVICES						
69	Audit & Accounting Fees	57,500	56,600	55,760	83,640	900	-26,140
70	Bond Annual Fees	43,500	43,500	9,667	14,500	0	29,000
71	Environmental Compliance-SWPP	76,800	120,000	39,292	58,938	-43,200	17,862
72	TOS Maintenance & Service	240,000	350,000	145,331	217,997	-110,000	22,003
75	Owner's Agent Engineer (WSP)	250,000	225,000	0	0	25,000	250,000
79	PUC Consultant/Legal	50,000	50,000	10,775	16,163	0	33,838
80	PUC Assessment Fee	110,000	110,000	72,000	108,000	0	2,000
84	Legal Counsel	50,000	50,000	532	798	0	49,202
85	Bank Service Fee - BOG	4,500	2,000	2,775	4,162	2,500	338
86	Bank Service Fee - BOG CC	0	6,500	0	0	-6,500	0
89	Fire Sprinkler/Alarm Certification	50,000	50,000	0	0	0	50,000
90	TOTAL PROFESSIONAL SERVICES	932,300	1,020,100	336,131	504,197	-131,300	428,103
91							
92	OTHER CONTRACTUAL						
93	Temporary Staffing	200,000	200,000	0	0	0	200,000
95	Medical Exams	33,000	30,000	9,570	14,355	3,000	18,645
96	TOTAL OTHER CONTRACTUAL	233,000	230,000	9,570	14,355	3,000	218,645
102							
103	TYPHOON/EMERGENCY EXPENSE						
107	Typhoon Preparation & Cleanup	0	0	411	616	0	-616
110	TOTAL TYPHOON/EMERGENCY EXPENSE	0	0	411	616	0	-616
111							
112	TOTAL GENERAL EXPENSE	16,545,320	14,622,385	9,527,609	14,291,414	1,879,435	2,253,907
113							
114	NON-OPERATING EXPENSE						
119							
120	INTEREST EXPENSE						
121	Miscellaneous Expense	10,000	10,000	-2,394	-3,590	0	13,590
122	Bond Interest General Expense	1,830,138	1,920,000	1,184,572	1,776,858	-89,862	53,281
126	TOTAL INTEREST EXPENSE	1,840,138	1,973,500	1,182,178	1,773,267	-89,862	66,871
127							
128	RETIREMENT GOVT CONTRIBUTION						
129	Retirement COLA Benefits	765,900	660,000	510,600	765,900	105,900	0
130	Retirees Gov't Contribution (Med, Den, Life)	2,820,209	1,800,000	1,880,139	2,820,209	1,020,209	0
131	Retirement Supplemental Benefits	313,240	447,819	208,827	313,240	-134,579	0
133	TOTAL RETIREMENT GOVT CONTRIBUTION	3,899,349	2,907,819	2,599,566	3,899,349	991,530	0
134							
135	FEDERAL EXPENSES						
136	Homeland Security	0	0	28,102	42,152	0	-42,152
137	DOI-MaintAsstncProgr	0	0	20,577	30,866	0	-30,866
138	FEMA PSGP	0	0	0	0	0	0
139	U.S. DOH-FEMA EMI	20,000	20,000	0	0	0	20,000
140	OAE Technical Services	0	0	0	0	0	0
141	Office of Highway Safety - A Dai He Hao	40,000	15,000	9,315	13,972	25,000	26,028
142	TOTAL FEDERAL EXPENSES	60,000	35,000	57,994	86,991	25,000	-26,991
143							
144	GAIN (LOSS) OM ASSET						
145	Loss on Asset Disposals/Impairment	10,000	10,000	1,497	2,246	0	7,754
146	TOTAL GAIN (LOSS) OM ASSET	10,000	10,000	1,497	2,246	0	7,754
147							
148	TOTAL NON-OPERATING EXPENSE	5,809,487	4,926,319	3,841,236	5,761,853	926,668	47,634
149							
150	TOTAL NON DIVISIONAL/GENERAL EXPENSE	22,354,808	19,548,704	13,368,845	20,053,267	2,806,103	2,301,541

**FY-2025
PROPOSED BUDGET
CRANES**

	DESCRIPTION	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	CRANE REVENUES						
1	Crane Surcharge*	6,090,807	6,046,744	3,759,757	5,639,636	44,062	451,171
2	TOTAL CRANE REVENUES	6,090,807	6,046,744	3,759,757	5,639,636	44,062	451,171
3							
4	GANTRY GENERAL EXPENSE						
6	Insurance	378,377	335,000	229,320	343,979	43,377	34,398
7	TOTAL GENERAL EXPENSE	378,377	335,000	229,320	343,979	43,377	34,398
8							
9	REPAIRS AND MAINTENANCE- SUB						
10	Crane Maintenance Division	2,721,506	2,484,687	2,040,855	3,061,283	236,819	-339,777
15	GANTRY 4, 5 & 6 Corrosion	40,000	50,000	5,201	7,801	-10,000	32,199
17	GANTRY 4, 5 & 6 Fuel	300,000	348,000	173,154	259,732	-48,000	40,268
19	GANTRY 4, 5 & 6 Materials/Parts	190,000	260,000	80,525	120,787	-70,000	69,213
20	GANTRY 4, 5 & 6 Outside Labor/Services	90,000	150,000	34,416	51,624	-60,000	38,376
24	Professional Services	10,000	10,000	6,024	9,036	0	964
25	Machine Shop	15,000	15,000	8,800	13,200	0	1,800
26	Rewinding Motors & Generators	10,000	10,000		0	0	10,000
27	Trolley Wheels 8 ea	14,000	22,000		0	-8,000	14,000
29	TOTAL REPAIRS AND MAINTENANCE- SUB	3,390,506	3,349,687	2,348,975	3,523,462	40,819	-132,957
30							
31	DEPRECIATION EXPENSE						
32	Depreciation	1,803,686	1,000,000	1,102,234	1,653,351	803,686	150,335
33	TOTAL DEPRECIATION EXPENSE	1,803,686	1,000,000	1,102,234	1,653,351	803,686	150,335
34							
35	PROFESSIONAL SERVICES						
36	PMC Management Fee-Cranes	120,000	150,000	8,770	13,155	-30,000	106,845
37	Caterpillar Service Contract	20,000	20,000		0	0	20,000
38	Crane Certification	20,000	25,000	12,600	18,900	-5,000	1,100
39	TOTAL PROFESSIONAL SERVICES	160,000	195,000	21,370	32,055	-35,000	127,945
40							
41	TOTAL GENERAL EXPENSE-CRANE	5,732,569	4,879,687	3,701,899	5,552,848	852,882	179,721
42							
43	INTEREST EXPENSE						
44	Bond Interest Crane Expense	350,000	400,000	236,569	354,853	-50,000	-4,853
45	TOTAL INTEREST EXPENSE	350,000	400,000	236,569	354,853	-50,000	-4,853
46							
47	TOTAL NON-OPERATING EXPENSE	350,000	400,000	236,569	354,853	-50,000	-4,853
48							
49	TOTAL NON DIVISIONAL/GENERAL EXPENSE	6,082,569	5,279,687	3,938,468	5,907,702	802,882	174,868
50							
51	TOTAL NET INCOME/LOSS	8,237	767,057	(178,711)		-758,820	
53	Crane Reserve Fund 9.5%	578,627	574,441				
	GANTRY 3, 4, 5 & 6 CIP's						Funding
	DESCRIPTION: FY-2025						
	Install fence around shop area						CRANES
	Crane Office Renovations						CRANES
	Overhang side of warehouse 1						CRANES

**FY-2026
PROPOSED BUDGET
CRANE DIVISION**

BUSINESS UNIT: 411	SECTION: CRANE MAINTENANCE					
OBJECT CLASSIFICATION/ITEM	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	4.3%					
PERSONNEL SERVICES						
Management & Employee Salaries	644,953	625,905	380,034	570,052	19,048	74,901
Holiday Work	6,167	5,677	3,942	5,913	490	254
Sick Leave Used	0	0	14,041	21,062	0	-21,062
Annual Leave Earned	0	0	31,532	47,298	0	-47,298
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-137,421	-3,839	-472	-708	-133,582	-136,714
Regular Salaries	513,699	627,743	429,078	643,617	-114,045	-129,918
Night Differential/Hazard Pay	64,387	41,441	41,155	61,732	22,946	2,654
Overtime	130,000	92,423	109,020	163,529	37,577	-33,529
Labor Cost Overtime	-77,902	-2,794	0	0	-75,109	-77,902
TOTAL PERSONNEL SERVICES	630,183	758,813	579,252	868,878	-128,630	-238,695
PERSONNEL BENEFITS						
Retirement	211,371	168,744	135,104	202,656	42,627	8,714
Death & Disability	1,186	793	758	1,137	393	49
Hospital Insurance	121,247	89,281	77,499	116,248	31,966	4,999
Life Insurance	1,982	1,600	1,267	1,900	382	82
Dental Insurance	3,584	3,157	2,291	3,436	427	148
Medicare	12,126	10,552	7,751	11,626	1,574	500
Labor Cost Benefits	-101,643	-1,727	-35	-53	-99,916	-101,591
TOTAL PERSONNEL BENEFITS	249,852	272,398	224,634	336,952	-22,546	-87,099
MATERIALS & SUPPLIES						
Operational Supplies	20,000	20,000	5,281	7,921	0	12,079
Operational Supplies Shop Use	20,000	20,000	33,985	50,978	0	-30,978
TOTAL MATERIALS & SUPPLIES	40,000	40,000	39,266	58,899	0	-18,899
Furnishing & Equipment						
Office Equipment	500	800	258	387	-300	113
Power & Hand Tools	2,000	1,500	0	0	500	2,000
Safety Equipment	3,000	2,500	1,464	2,196	500	804
Shop Equipment	2,000	2,500	0	0	-500	2,000
TOTAL FURNISHING & EQUIPMENT	7,500	7,300	1,722	2,583	200	4,917
Overhead Allocation						
OH-Benefits	575,489	436,829	383,659	575,489	138,660	0
OH-Overtime	283,690	165,296	189,127	283,690	118,394	0
OH-Salaries & Wages	934,792	804,051	623,194	934,792	130,741	0
TOTAL OVERHEAD ALLOCATION	1,793,971	1,406,175	1,195,980	1,793,971	387,795	0
DEPARTMENT TOTAL	2,721,506	2,484,687	2,040,855	3,061,283	236,819	-339,777

**FY-2026
PROPOSED BUDGET
FACILITY MAINTENANCE FEE**

	DESCRIPTION	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2024 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	<u>FMF REVENUES</u>						
1	Facility Maintenance Fee	2,038,408	2,145,044	1,282,018	1,923,026	-106,636	115,382
2	TOTAL FMF REVENUES	2,038,408	2,145,044	1,282,018	1,923,026	-106,636	115,382
3							
4	<u>FMF GENERAL EXPENSE</u>						
5	2018 Bond Int Exp-FMF	504,306	500,000	305,640	458,460	4,306	45,846
6	Insurance-FMF	285,725	220,500	151,521	227,281	65,225	58,444
7	Other FMF Small Projects		0		0	0	0
8	TOTAL REPAIRS AND MAINTENANCE	790,031	720,500	457,161	685,742	69,531	104,290
9							
10	TOTAL FMF GENERAL EXPENSE	790,031	720,500	457,161	685,742	69,531	104,290
11							
12	TOTAL NET INCOME/LOSS	1,248,377	1,424,544	-824,857	-1,237,285	176,167	-11,092
	<u>FACILITY MAINTENANCE CAPITAL IMPROVEMENT PROJECTS</u>						
	A.) The following are list of projects that are currently ongoing, in the planning and design stage and future construction projects. Please note they are not in any order of priority						
	<u>DESCRIPTION: FY-2024 Approved Ongoing</u>						Funding
	Improve Storm Drainage Runoff Along the Reefer Receptacle						FMF
	Installation of Light Poles/ Light Fixtures in Reefer Outlet Area						FMF
	LC-2 and LC-3 Switch Gear Replacement						FMF
	Replace All Interior Fluorescent Lights in all Buildings to LED Lights						FMF
	Replace all Metal Hallide and Any High-Pressure Sodium						FMF
	Retrofit 11 Existing Outfall Pipes Handling						FMF
	F-3 to F-6 Bulkhead Repair						FMF

MARINAS

A.) The following are list of projects that are currently ongoing, in the planning and design stage and future construction projects. Please note they are not in any order of priority

**FY-2026
PROPOSED BUDGET
DIVISIONAL SUMMARY**

SECTION	BUSINESS UNIT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2024 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
General Mgr/Deputy Gen. Mgr	101	1,511,597	1,363,654	1,322,532	972,576	1,458,864	147,943	52,733
Harbor Master	121	1,145,376	1,229,690	1,129,750	817,508	1,226,262	99,940	-80,886
Port Police	122	4,576,034	3,703,817	3,944,942	2,876,470	4,314,705	-241,125	261,329
Occupational & Safety	123	920,246	946,772	827,523	617,410	926,114	119,249	-5,868
Strategic Planning	145	792,128	667,795	476,087	626,263	939,394	191,708	-147,266
Public Relations/Marketing	150	514,859	535,867	490,004	339,490	509,236	45,863	5,624
Operations Manager	300	973,384	923,440	831,309	568,476	852,713	92,131	120,671
Stevedoring	310-313	4,837,781	4,794,210	4,659,729	3,076,259	4,614,388	134,481	223,393
Terminal	320	4,160,298	4,122,937	3,682,890	2,733,711	4,100,567	440,047	59,732
Transportation	330-333	6,140,553	5,796,207	5,820,738	3,876,067	5,814,100	-24,531	326,453
Maintenance	400-414,430	2,431,266	3,899,978	3,728,513	3,486,526	5,229,789	171,465	-2,798,523
Facility Maintenance	420-423	2,348,170	1,538,902	1,817,934	1,691,697	2,537,545	-279,032	-189,375
Corporate Services	600	326,039	568,514	548,915	328,525	492,787	19,599	-166,748
Administrative Services	610	430,431	426,920	344,701	279,809	419,713	82,219	10,718
Human Resources	620	1,023,047	951,728	869,874	618,610	927,914	81,854	95,133
Procurement/Supply	630-632	1,292,904	1,079,915	1,209,454	789,848	1,184,771	-129,539	108,133
Engineering/CIP	640	309,661	377,432	482,869	292,769	439,153	-105,437	-129,492
Commercial	650	1,055,697	734,526	701,941	500,693	751,040	32,584	304,657
Information Technology	670	1,484,440	1,268,387	1,267,027	1,026,903	1,540,354	1,361	-55,915
Finance	675-685,140	2,627,047	2,308,157	2,154,508	1,715,390	2,573,085	153,649	53,962
Vacancies/Benefits		1,200,000	1,200,000	1,200,000	0	0	0	1,200,000
TOTAL DIVISION/SECTION EXPENSE		40,100,958	38,438,848	37,511,241	27,234,996	40,852,494	1,034,428	-751,536

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 101		SECTION: GENERAL MANAGER'S OFFICE				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.2%					
PERSONNEL SERVICES						
Management & Employee Salaries	1,038,816	974,337	597,654	896,480	64,479	142,335
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	20,389	30,584	0	-30,584
Annual Leave Earned	0	0	58,015	87,023	0	-87,023
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	1,038,816	974,337	676,058	1,014,087	64,479	24,729
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	10	0	0	-10	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	1,038,816	974,347	676,058	1,014,087	64,469	24,729
PERSONNEL BENEFITS						
Retirement	319,923	262,681	204,489	306,734	57,242	13,190
Death & Disability	1,035	1,372	662	992	-337	43
Hospital Insurance	78,798	55,259	50,366	75,550	23,539	3,249
Life Insurance	1,340	1,204	856	1,284	136	55
Dental Insurance	3,497	2,735	2,235	3,353	761	144
Medicare	13,829	13,139	8,839	13,259	690	570
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	418,422	336,390	267,448	401,172	82,032	17,250
MATERIALS & SUPPLIES						
Office Supplies	3,130	3,130	1,022	1,534	0	1,596
TOTAL MATERIALS & SUPPLIES	3,130	3,130	1,022	1,534	0	1,596
CONTRACTUALS						
Professional Services	100	100	0	0	0	100
TOTAL CONTRACTUALS	100	100	0	0	0	100
Miscellaneous						
Dues & Subscriptions	43,629	42,187	28,048	42,071	1,442	1,558
Miscellaneous Others	7,500	7,500	0	0	0	7,500
TOTAL MISCELLANEOUS	51,129	49,687	28,048	42,071	1,442	9,058
DEPARTMENT TOTAL	1,511,597	1,363,654	972,576	1,458,864	147,943	52,733

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 121		SECTION: HARBOR MASTER DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	670,527	792,359	465,081	697,622	-121,831	-27,094
Holiday Work	32,325	24,832	20,661	30,992	7,493	1,333
Sick Leave Used	0	0	13,757	20,636	0	-20,636
Annual Leave Earned	0	0	42,357	63,536	0	-63,536
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	702,852	817,190	541,857	812,786	-114,338	-109,934
Night Differential/Hazard Pay	24,190	20,026	15,462	23,192	4,164	997
Overtime	14,000	12,000	9,380	14,069	2,000	-69
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	741,041	849,216	566,699	850,048	-108,175	-109,006
PERSONNEL BENEFITS						
Retirement	244,069	213,620	156,004	234,006	30,449	10,062
Death & Disability	517	1,612	331	496	-1,095	21
Hospital Insurance	111,045	78,911	70,978	106,467	32,134	4,578
Life Insurance	2,067	2,026	1,321	1,982	42	85
Dental Insurance	3,957	2,891	2,529	3,794	1,066	163
Medicare	11,430	11,154	7,306	10,958	275	471
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	373,085	310,214	238,469	357,703	62,871	15,381
MATERIALS & SUPPLIES						
Office Supplies	1,200	1,170	174	262	30	938
Operational Supplies	550	550	463	695	0	-145
TOTAL MATERIALS & SUPPLIES	1,750	1,720	637	956	30	794
CONTRACTUALS						
Communication Maintenance	9,000	9,000	3,407	5,110	0	3,890
Professional Services	13,500	12,540	0	0	960	13,500
Underwater Diving Services	0	40,000	8,297	12,445	-40,000	-12,445
TOTAL CONTRACTUALS	22,500	61,540	11,703	17,555	-39,040	4,945
Furnishing & Equipment						
Communication Equipment	4,000	4,000	0	0	0	4,000
Office Equipment	3,000	3,000	0	0	0	3,000
TOTAL FURNISHING & EQUIPMENT	7,000	7,000	0	0	0	7,000
DEPARTMENT TOTAL	1,145,376	1,229,690	817,508	1,226,262	-84,314	-80,886

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 122	SECTION: PORT POLICE DIVISION					
OBJECT	FY-2026	FY-2025	FY-2025	FY-2025	FY-26 Prop	FY-26 Prop
CLASSIFICATION/ITEM	Proposed	Approved	YTD	Antcpd	vs	vs
	Budget	Budget	Actuals	EOY	FY-25 Appr	FY-25 Antcpd
	4.3%		5/31/2025			EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,645,133	2,390,506	1,586,124	2,379,186	254,627	265,947
Holiday Work	100,766	71,853	64,408	96,612	28,914	4,154
Sick Leave Used	0	0	63,445	95,167	0	-95,167
Annual Leave Earned	0	0	144,298	216,448	0	-216,448
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	2,745,899	2,462,359	1,858,275	2,787,412	283,541	-41,513
Night Differential/Hazard Pay	342,136	69,551	49,615	74,423	272,585	267,713
Overtime	130,000	130,000	84,630	126,945	0	3,055
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	3,218,036	2,661,910	1,992,520	2,988,780	556,126	229,256
PERSONNEL BENEFITS						
Retirement	804,422	644,480	514,172	771,257	159,941	33,164
Death & Disability	6,230	8,558	3,982	5,973	-2,328	257
Hospital Insurance	398,880	247,617	254,957	382,435	151,263	16,445
Life Insurance	6,761	6,424	4,321	6,482	337	279
Dental Insurance	15,784	11,697	10,089	15,133	4,087	651
Medicare	39,222	36,430	25,070	37,605	2,792	1,617
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,271,298	955,207	812,591	1,218,886	316,091	52,412
MATERIALS & SUPPLIES						
Office Supplies	2,000	2,000	3,287	4,931	0	-2,931
Operational Supplies	31,700	31,700	58,840	88,260	0	-56,560
TOTAL MATERIALS & SUPPLIES	33,700	33,700	62,127	93,191	0	-59,491
CONTRACTUALS						
Professional Services	45,000	45,000	9,232	13,848	0	31,152
TOTAL CONTRACTUALS	45,000	45,000	9,232	13,848	0	31,152
Furnishing & Equipment						
Office Equipment	2,000	2,000	0	0	0	2,000
Safety Equipment	6,000	6,000	0	0	0	6,000
TOTAL FURNISHING & EQUIPMENT	8,000	8,000	0	0	0	8,000
DEPARTMENT TOTAL	4,576,034	3,703,817	2,876,470	4,314,705	872,217	261,329

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 123		SECTION: OCCUPATIONAL HEALTH AND SAFETY DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	448,842	545,148	307,489	461,233	-96,306	-12,391
Holiday Work	2,777	4,277	1,775	2,663	-1,500	114
Sick Leave Used	0	0	14,646	21,969	0	-21,969
Annual Leave Earned	0	0	25,387	38,080	0	-38,080
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	451,619	549,425	349,296	523,944	-97,806	-72,324
Night Differential/Hazard Pay	6,725	8,144	4,299	6,448	-1,419	277
Overtime	35,000	23,000	16,477	24,716	12,000	10,284
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	493,345	580,569	370,072	555,108	-87,224	-61,763
PERSONNEL BENEFITS						
Retirement	166,448	146,972	106,391	159,586	19,476	6,862
Death & Disability	3,108	2,236	1,987	2,980	872	128
Hospital Insurance	120,888	82,361	77,269	115,904	38,527	4,984
Life Insurance	1,690	1,474	1,080	1,621	217	70
Dental Insurance	3,911	2,804	2,500	3,749	1,107	161
Medicare	7,907	7,407	5,054	7,581	500	326
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	303,951	243,252	194,280	291,420	60,699	12,531
MATERIALS & SUPPLIES						
Office Supplies	1,800	1,800	430	645	0	1,155
Operational Supplies	3,550	3,550	941	1,411	0	2,139
Operational Supplies Environmental	17,600	17,600	3,465	5,197	0	12,403
TOTAL MATERIALS & SUPPLIES	22,950	22,950	4,835	7,253	0	15,697
Furnishing & Equipment						
Safety Equipment	100,000	100,000	48,222	72,333	0	27,667
TOTAL FURNISHING & EQUIPMENT	100,000	100,000	48,222	72,333	0	27,667
DEPARTMENT TOTAL	920,246	946,772	617,410	926,114	-26,525	-5,868

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 145		SECTION: STRATEGIC PLANNING DIVISION				
OBJECT	FY-2026	FY-2025	FY-2025	FY-2025	FY-26 Prop	FY-26 Prop
CLASSIFICATION/ITEM	Proposed	Approved	YTD	Antcpd	vs	vs
	Budget	Budget	Actuals	EOY	FY-25 Appr	FY-25 Antcpd
	4.8%		5/31/2025			EOY
PERSONNEL SERVICES						
Management & Employee Salaries	838,018	798,672	394,934	592,401	39,346	245,617
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	19,532	29,298	0	-29,298
Annual Leave Earned	0	0	38,974	58,461	0	-58,461
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-251,405	-319,469	0	0	68,063	-251,405
Regular Salaries	586,612	479,203	453,440	680,160	107,409	-93,547
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	0	0	0	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	586,612	479,203	453,440	680,160	107,409	-93,547
PERSONNEL BENEFITS						
Retirement	211,354	215,322	135,093	202,640	-3,968	8,714
Death & Disability	1,286	1,089	822	1,233	197	53
Hospital Insurance	44,587	37,110	28,499	42,749	7,477	1,838
Life Insurance	1,362	1,195	871	1,306	167	56
Dental Insurance	2,573	2,193	1,645	2,467	381	106
Medicare	8,799	7,909	5,624	8,437	891	363
Labor Cost Benefits	-66,046	-77,793	0	0	11,747	-66,046
TOTAL PERSONNEL BENEFITS	203,916	187,024	172,555	258,832	16,892	-54,916
MATERIALS & SUPPLIES						
Office Supplies	1,000	630	268	402	370	598
Operational Supplies	600	600	0	0	0	600
TOTAL MATERIALS & SUPPLIES	1,600	1,230	268	402	370	1,198
Furnishing & Equipment						
Safety Equipment	0	338	0	0	-338	0
TOTAL FURNISHING & EQUIPMENT	0	338	0	0	-338	0
DEPARTMENT TOTAL	792,128	667,795	626,263	939,394	124,333	-147,266

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 150		SECTION: MARKETING/PUBLIC RELATIONS DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.5%					
PERSONNEL SERVICES						
Management & Employee Salaries	357,362	387,553	185,128	277,692	-30,191	79,669
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	34,884	52,326	0	-52,326
Annual Leave Earned	0	0	21,387	32,080	0	-32,080
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	357,362	387,553	241,399	362,098	-30,191	-4,737
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	0	0	0	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	357,362	387,553	241,399	362,098	-30,191	-4,737
PERSONNEL BENEFITS						
Retirement	110,155	104,484	70,409	105,614	5,671	4,541
Death & Disability	0	371	0	0	-371	0
Hospital Insurance	18,752	15,802	11,986	17,979	2,950	773
Life Insurance	574	554	367	550	21	24
Dental Insurance	1,289	1,029	824	1,236	260	53
Medicare	4,328	4,145	2,766	4,150	183	178
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	135,098	126,384	86,352	129,528	8,713	5,570
MATERIALS & SUPPLIES						
Office Supplies	2,000	1,530	1,218	1,827	470	173
Operational Supplies	1,000	1,000	381	571	0	429
TOTAL MATERIALS & SUPPLIES	3,000	2,530	1,598	2,397	470	603
CONTRACTUALS						
Advertising	5,000	5,000	1,348	2,021	0	2,979
Other Contractual Services	7,000	7,000	2,900	4,350	0	2,650
TOTAL CONTRACTUALS	12,000	12,000	4,247	6,371	0	5,629
Furnishing & Equipment						
Office Equipment	1,000	1,000	4,398	6,597	0	-5,597
TOTAL FURNISHING & EQUIPMENT	1,000	1,000	4,398	6,597	0	-5,597
Miscellaneous						
Dues & Subscriptions	6,400	6,400	1,496	2,244	0	4,156
TOTAL MISCELLANEOUS	6,400	6,400	1,496	2,244	0	4,156
DEPARTMENT TOTAL	514,859	535,867	339,490	509,236	-21,008	5,624

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 300	SECTION: OPERATIONS MANAGER					
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.3%					
PERSONNEL SERVICES						
Management & Employee Salaries	625,081	611,543	364,988	547,483	13,537	77,598
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	14,649	21,973	0	-21,973
Annual Leave Earned	0	0	39,022	58,534	0	-58,534
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	625,081	611,543	418,659	627,989	13,537	-2,908
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	5,000	5,000	0	0	0	5,000
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	630,081	616,543	418,659	627,989	13,537	2,092
PERSONNEL BENEFITS						
Retirement	193,152	164,872	123,459	185,189	28,280	7,963
Death & Disability	0	0	0	0	0	0
Hospital Insurance	28,618	21,215	18,292	27,438	7,403	1,180
Life Insurance	1,148	1,107	734	1,101	41	47
Dental Insurance	1,268	995	811	1,216	274	52
Medicare	8,116	7,927	5,188	7,782	189	335
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	232,303	196,116	148,484	222,726	36,187	9,577
MATERIALS & SUPPLIES						
Office Supplies	1,000	780	253	380	220	620
TOTAL MATERIALS & SUPPLIES	1,000	780	253	380	220	620
Furnishing & Equipment						
Office Equipment	10,000	10,000	856	1,284	0	8,716
Safety Equipment	100,000	100,000	223	334	0	99,666
TOTAL FURNISHING & EQUIPMENT	110,000	110,000	1,079	1,618	0	108,382
DEPARTMENT TOTAL	973,384	923,440	568,476	852,713	49,945	120,671

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 310-313	SECTION: STEVEDORING DIVISION					
OBJECT	FY-2026	FY-2025	FY-2025	FY-2025	FY-26 Prop	FY-26 Prop
CLASSIFICATION/ITEM	Proposed	Approved	YTD	Antcpd	vs	vs
	Budget	Budget	Actuals	EOY	FY-25 Appr	FY-25 Antcpd
	4.5%		5/31/2025			EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,705,632	2,848,285	1,563,297	2,344,946	-142,653	360,686
Holiday Work	37,135	41,465	23,736	35,604	-4,329	1,531
Sick Leave Used	0	0	44,665	66,997	0	-66,997
Annual Leave Earned	0	0	131,694	197,540	0	-197,540
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	2,742,767	2,889,750	1,763,392	2,645,088	-146,983	97,680
Night Differential/Hazard Pay	168,013	168,279	107,391	161,086	-265	6,927
Overtime	600,000	563,600	358,666	537,999	36,400	62,001
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	3,510,781	3,621,629	2,229,449	3,344,173	-110,848	166,608
PERSONNEL BENEFITS						
Retirement	816,643	767,898	521,984	782,975	48,746	33,668
Death & Disability	7,202	11,441	4,604	6,905	-4,239	297
Hospital Insurance	430,897	321,020	275,422	413,133	109,878	17,765
Life Insurance	9,135	9,155	5,839	8,758	-20	377
Dental Insurance	14,154	12,173	9,047	13,570	1,981	584
Medicare	44,969	46,895	28,743	43,115	-1,926	1,854
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,323,001	1,168,582	845,638	1,268,457	154,419	54,544
MATERIALS & SUPPLIES						
Office Supplies	1,000	1,000	537	805	0	195
Operational Supplies	2,000	2,000	635	953	0	1,047
TOTAL MATERIALS & SUPPLIES	3,000	3,000	1,172	1,758	0	1,242
Furnishing & Equipment						
Safety Equipment	1,000	1,000	0	0	0	1,000
TOTAL FURNISHING & EQUIPMENT	1,000	1,000	0	0	0	1,000
DEPARTMENT TOTAL	4,837,781	4,794,210	3,076,259	4,614,388	43,571	223,393

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 320	SECTION: TERMINAL DIVISION					
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	2,458,109	2,669,605	1,461,845	2,192,767	-211,496	265,342
Holiday Work	28,168	26,855	18,005	27,007	1,313	1,161
Sick Leave Used	0	0	48,366	72,548	0	-72,548
Annual Leave Earned	0	0	134,157	201,236	0	-201,236
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	2,486,277	2,696,460	1,662,372	2,493,558	-210,183	-7,281
Night Differential/Hazard Pay	142,706	123,398	91,215	136,822	19,308	5,883
Overtime	304,000	286,000	195,365	293,047	18,000	10,953
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	2,932,983	3,105,858	1,948,952	2,923,428	-172,875	9,555
PERSONNEL BENEFITS						
Retirement	776,006	719,726	496,009	744,014	56,281	31,993
Death & Disability	11,529	9,726	7,369	11,054	1,803	475
Hospital Insurance	369,618	225,263	236,253	354,380	144,355	15,238
Life Insurance	6,977	6,443	4,460	6,689	534	288
Dental Insurance	13,068	9,118	8,353	12,529	3,949	539
Medicare	38,847	35,832	24,830	37,245	3,015	1,602
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,216,045	1,006,109	777,274	1,165,911	209,937	50,134
MATERIALS & SUPPLIES						
Office Supplies	4,000	3,800	2,605	3,908	200	92
Operational Supplies	6,270	6,270	4,672	7,007	0	-737
TOTAL MATERIALS & SUPPLIES	10,270	10,070	7,277	10,915	200	-645
Furnishing & Equipment						
Safety Equipment	1,000	900	208	312	100	688
TOTAL FURNISHING & EQUIPMENT	1,000	900	208	312	100	688
DEPARTMENT TOTAL	4,160,298	4,122,937	2,733,711	4,100,567	37,361	59,732

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 330-333	SECTION: TRANSPORTATION DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	3,283,543	3,242,096	1,828,961	2,743,442	41,447	540,101
Holiday Work	37,765	40,879	24,139	36,208	-3,113	1,557
Sick Leave Used	0	0	102,159	153,239	0	-153,239
Annual Leave Earned	0	0	169,904	254,855	0	-254,855
Comp Time Taken	0	0	11	16	0	-16
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	3,321,308	3,282,975	2,125,174	3,187,761	38,334	133,547
Night Differential/Hazard Pay	247,867	242,187	158,432	237,648	5,680	10,219
Overtime	585,000	530,000	395,414	593,121	55,000	-8,121
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	4,154,175	4,055,162	2,679,020	4,018,530	99,013	135,645
PERSONNEL BENEFITS						
Retirement	993,798	874,069	635,218	952,827	119,729	40,972
Death & Disability	12,305	12,377	7,865	11,798	-72	507
Hospital Insurance	538,948	415,551	344,486	516,728	123,397	22,219
Life Insurance	9,637	10,232	6,160	9,239	-595	397
Dental Insurance	19,450	17,336	12,432	18,648	2,113	802
Medicare	54,700	56,440	34,963	52,445	-1,739	2,255
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,628,838	1,386,005	1,041,124	1,561,685	242,833	67,152
MATERIALS & SUPPLIES						
Office Supplies	1,040	1,040	647	971	0	69
Operational Supplies	1,000	1,000	211	317	0	683
Gas	50,000	100,000	22,595	33,892	-50,000	16,108
Diesel	300,000	250,000	129,328	193,992	50,000	106,008
TOTAL MATERIALS & SUPPLIES	352,040	352,040	152,782	229,173	0	122,867
Furnishing & Equipment						
Office Equipment	0	0	0	0	0	0
Power & Hand Tools	500	500	0	0	0	500
Safety Equipment	5,000	2,500	3,142	4,712	2,500	288
TOTAL FURNISHING & EQUIPMENT	5,500	3,000	3,142	4,712	2,500	788
DEPARTMENT TOTAL	6,140,553	5,796,207	3,876,067	5,814,100	344,346	326,453

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 400-414,430		SECTION: MAINTENANCE DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.3%					
PERSONNEL SERVICES						
Management & Employee Salaries	2,861,708	2,910,325	1,506,236	2,259,354	-48,617	602,354
Holiday Work	7,241	10,893	4,628	6,942	-3,652	299
Sick Leave Used	0	0	130,657	195,985	0	-195,985
Annual Leave Earned	0	0	142,297	213,445	0	-213,445
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-1,725,411	-804,051	10,993	16,489	-921,360	-1,741,900
Regular Salaries	1,143,539	2,117,167	1,794,811	2,692,216	-973,629	-1,548,678
Night Differential/Hazard Pay	158,676	164,292	101,423	152,134	-5,616	6,542
Overtime	117,846	117,846	223,833	335,750	0	-217,904
Labor Cost Overtime	-367,357	-165,296	-53,478	-80,217	-202,061	-287,139
TOTAL PERSONNEL SERVICES	1,052,704	2,234,009	2,066,589	3,099,883	-1,181,305	-2,047,179
PERSONNEL BENEFITS						
Retirement	882,796	784,624	564,267	846,401	98,173	36,395
Death & Disability	8,759	10,707	5,598	8,398	-1,948	361
Hospital Insurance	475,483	338,662	303,920	455,880	136,821	19,603
Life Insurance	9,239	8,920	5,906	8,858	319	381
Dental Insurance	18,020	15,006	11,518	17,278	3,015	743
Medicare	41,132	42,750	26,291	39,436	-1,617	1,696
Labor Cost Benefits	-948,898	-436,829	-20,081	-30,121	-512,069	-918,777
TOTAL PERSONNEL BENEFITS	486,532	763,839	897,420	1,346,130	-277,307	-859,598
MATERIALS & SUPPLIES						
Office Supplies	10,000	9,400	4,371	6,556	600	3,444
Operational Supplies	437,530	437,530	235,493	353,239	0	84,291
Operational Supplies Shop Use	60,000	60,000	70,434	105,651	0	-45,651
Operational Supplies Topliifter	300,000	300,000	177,382	266,074	0	33,926
TOTAL MATERIALS & SUPPLIES	807,530	806,930	487,680	731,519	600	76,011
CONTRACTUALS						
Air Conditioning Repair	8,000	8,000	1,637	2,456	0	5,544
Hydraulic Hose Replacement	10,000	10,000	7,543	11,315	0	-1,315
Machine Shop Services	4,000	4,000	0	0	0	4,000
Starter & Alternator Services	2,000	2,000	0	0	0	2,000
Tire Repairs	10,000	10,000	8,345	12,518	0	-2,518
Windshield Glass Repairs	5,000	5,000	1,998	2,996	0	2,004
TOTAL CONTRACTUALS	39,000	39,000	19,523	29,285	0	9,715
Furnishing & Equipment						
Office Equipment	6,500	11,200	0	0	-4,700	6,500
Power & Hand Tools	12,000	12,500	5,528	8,292	-500	3,708
Safety Equipment	15,000	14,500	7,531	11,296	500	3,704
Shop Equipment	12,000	18,000	2,256	3,384	-6,000	8,616
TOTAL FURNISHING & EQUIPMENT	45,500	56,200	15,315	22,972	-10,700	22,528
DEPARTMENT TOTAL	2,431,266	3,899,978	3,486,526	5,229,789	-1,468,712	-2,798,523

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 420-423		SECTION: FACILITY DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.2%					
PERSONNEL SERVICES						
Management & Employee Salaries	1,604,713	1,467,346	883,450	1,325,175	137,367	279,539
Holiday Work	10,694	5,406	6,836	10,253	5,288	441
Sick Leave Used	0	0	28,312	42,468	0	-42,468
Annual Leave Earned	0	0	72,388	108,582	0	-108,582
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-226,809	-733,673	-14,177	-21,265	506,864	-205,545
Regular Salaries	1,388,598	739,079	976,809	1,465,213	649,519	-76,615
Night Differential/Hazard Pay	22,992	18,552	14,696	22,044	4,441	948
Overtime	125,000	121,000	87,780	131,670	4,000	-6,670
Labor Cost Overtime	-37,500	-15,000	0	0	-22,500	-37,500
TOTAL PERSONNEL SERVICES	1,499,090	863,631	1,079,285	1,618,927	635,460	-119,837
PERSONNEL BENEFITS						
Retirement	467,839	395,596	299,034	448,552	72,243	19,288
Death & Disability	8,049	7,635	5,145	7,718	414	332
Hospital Insurance	264,253	216,438	168,906	253,359	47,815	10,894
Life Insurance	5,140	5,077	3,285	4,928	64	212
Dental Insurance	9,793	8,035	6,260	9,389	1,758	404
Medicare	22,127	21,819	14,143	21,214	307	912
Labor Cost Benefits	-107,122	-165,000	-6,419	-9,628	57,878	-97,494
TOTAL PERSONNEL BENEFITS	670,080	489,601	490,355	735,532	180,479	-65,452
MATERIALS & SUPPLIES						
Office Supplies	1,500	1,170	1,348	2,022	330	-522
Operational Supplies	110,000	110,000	95,160	142,740	0	-32,740
TOTAL MATERIALS & SUPPLIES	111,500	111,170	96,508	144,762	330	-33,262
CONTRACTUALS						
Equipment Rental	15,000	20,000	4,876	7,314	-5,000	7,686
Professional Services	40,000	40,000	19,012	28,518	0	11,482
TOTAL CONTRACTUALS	55,000	60,000	23,888	35,832	-5,000	19,168
Furnishing & Equipment						
Office Equipment	1,000	1,000	0	0	0	1,000
Power & Hand Tools	4,000	4,500	699	1,049	-500	2,952
Safety Equipment	2,500	3,000	63	95	-500	2,405
Shop Equipment	5,000	6,000	899	1,349	-1,000	3,652
TOTAL FURNISHING & EQUIPMENT	12,500	14,500	1,661	2,492	-2,000	10,008
DEPARTMENT TOTAL	2,348,170	1,538,902	1,691,697	2,537,545	809,268	-189,375

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 600		SECTION: CORPORATE SERVICES MANAGER				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.5%					
PERSONNEL SERVICES						
Management & Employee Salaries	177,474	424,243	177,667	266,500	-246,769	-89,026
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	33,787	50,681	0	-50,681
Annual Leave Earned	0	0	23,162	34,742	0	-34,742
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	177,474	424,243	234,615	351,923	-246,769	-174,449
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	0	0	0	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	177,474	424,243	234,615	351,923	-246,769	-174,449
PERSONNEL BENEFITS						
Retirement	111,705	114,376	71,400	107,100	-2,671	4,605
Death & Disability	517	998	331	496	-481	21
Hospital Insurance	26,859	18,525	17,168	25,751	8,333	1,107
Life Insurance	574	738	367	550	-164	24
Dental Insurance	1,071	902	685	1,027	169	44
Medicare	4,987	5,881	3,188	4,782	-894	206
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	145,714	141,421	93,138	139,707	4,293	6,007
MATERIALS & SUPPLIES						
Office Supplies	2,550	2,550	771	1,157	0	1,393
TOTAL MATERIALS & SUPPLIES	2,550	2,550	771	1,157	0	1,393
Furnishing & Equipment						
Office Equipment	300	300	0	0	0	300
TOTAL FURNISHING & EQUIPMENT	300	300	0	0	0	300
DEPARTMENT TOTAL	326,039	568,514	328,525	492,787	-242,475	-166,748

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 610		SECTION: GENERAL ADMINISTRATION DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	261,379	298,500	155,136	232,705	-37,121	28,675
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	5,904	8,856	0	-8,856
Annual Leave Earned	0	0	14,430	21,645	0	-21,645
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	261,379	298,500	175,471	263,206	-37,121	-1,827
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	0	0	0	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	261,379	298,500	175,471	263,206	-37,121	-1,827
PERSONNEL BENEFITS						
Retirement	83,947	80,476	53,658	80,486	3,472	3,461
Death & Disability	865	670	553	830	195	36
Hospital Insurance	64,128	31,735	40,990	61,485	32,393	2,644
Life Insurance	905	638	579	868	267	37
Dental Insurance	2,020	1,200	1,291	1,937	820	83
Medicare	3,616	3,047	2,311	3,467	568	149
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	155,481	117,766	99,381	149,071	37,716	6,410
MATERIALS & SUPPLIES						
Office Supplies	4,200	4,200	2,801	4,201	0	-1
TOTAL MATERIALS & SUPPLIES	4,200	4,200	2,801	4,201	0	-1
CONTRACTUALS						
Professional Services	6,070	6,454	2,157	3,235	-384	2,835
TOTAL CONTRACTUALS	6,070	6,454	2,157	3,235	-384	2,835
Furnishing & Equipment						
Office Equipment	3,300	0	0	0	3,300	3,300
TOTAL FURNISHING & EQUIPMENT	3,300	0	0	0	3,300	3,300
DEPARTMENT TOTAL	430,431	426,920	279,809	419,713	3,511	10,718

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 620		SECTION: HUMAN RESOURCES DIVISION				
OBJECT	FY-2026	FY-2025	FY-2025	FY-2025	FY-26 Prop	FY-26 Prop
CLASSIFICATION/ITEM	Proposed	Approved	YTD	Antcpd	vs	vs
	Budget	Budget	Actuals	EOY	FY-25 Appr	FY-25 Antcpd
	4.5%		5/31/2025			EOY
PERSONNEL SERVICES						
Management & Employee Salaries	539,292	518,230	292,035	438,053	21,062	101,239
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	30,881	46,322	0	-46,322
Annual Leave Earned	0	0	31,992	47,988	0	-47,988
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	539,292	518,230	354,909	532,363	21,062	6,929
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	1,000	0	0	-1,000	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	539,292	519,230	354,909	532,363	20,062	6,929
PERSONNEL BENEFITS						
Retirement	165,651	139,715	105,881	158,821	25,936	6,829
Death & Disability	1,213	1,041	776	1,163	173	50
Hospital Insurance	62,230	39,036	39,776	59,664	23,194	2,566
Life Insurance	1,111	912	710	1,065	199	46
Dental Insurance	2,620	1,761	1,675	2,512	859	108
Medicare	7,131	5,934	4,558	6,837	1,196	294
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	239,956	188,399	153,375	230,063	51,557	9,893
MATERIALS & SUPPLIES						
Office Supplies	2,100	2,100	1,223	1,835	0	265
TOTAL MATERIALS & SUPPLIES	2,100	2,100	1,223	1,835	0	265
TRAINING & TRAVEL						
Training (Local/Federal)	100,000	100,000	32,031	48,047	0	51,954
Travel (Local/Federal)	140,000	140,000	76,675	115,012	0	24,988
TOTAL TRAINING & TRAVEL	240,000	240,000	108,706	163,058	0	76,942
Furnishing & Equipment						
Office Equipment	500	500	397	596	0	-96
TOTAL FURNISHING & EQUIPMENT	500	500	397	596	0	-96
Miscellaneous						
Dues & Subscriptions	1,200	1,500	0	0	-300	1,200
TOTAL MISCELLANEOUS	1,200	1,500	0	0	-300	1,200
DEPARTMENT TOTAL	1,023,047	951,728	618,610	927,914	71,319	95,133

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 630-632		SECTION: PROCUREMENT/SUPPLY DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	814,380	680,024	425,739	638,608	134,356	175,772
Holiday Work	0	1,239	0	0	-1,239	0
Sick Leave Used	0	0	13,421	20,131	0	-20,131
Annual Leave Earned	0	0	40,362	60,543	0	-60,543
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	814,380	681,262	479,521	719,282	133,117	95,098
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	2,500	2,500	0	0	0	2,500
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	816,880	683,762	479,521	719,282	133,117	97,598
PERSONNEL BENEFITS						
Retirement	230,066	183,334	147,054	220,581	46,732	9,485
Death & Disability	1,545	1,665	987	1,481	-120	64
Hospital Insurance	113,154	80,899	72,326	108,489	32,255	4,665
Life Insurance	2,123	1,981	1,357	2,036	143	88
Dental Insurance	3,866	3,334	2,471	3,706	531	159
Medicare	9,270	9,439	5,925	8,888	-170	382
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	360,024	280,652	230,121	345,181	79,372	14,843
MATERIALS & SUPPLIES						
Office Supplies	2,000	2,000	1,146	1,719	0	281
TOTAL MATERIALS & SUPPLIES	2,000	2,000	1,146	1,719	0	281
CONTRACTUALS						
Advertising	17,000	17,000	10,894	16,341	0	659
Equipment Rental	82,000	79,000	58,615	87,922	3,000	-5,922
TOTAL CONTRACTUALS	99,000	96,000	69,509	104,263	3,000	-5,263
Furnishing & Equipment						
Office Equipment	5,000	7,500	4,866	7,299	-2,500	-2,299
TOTAL FURNISHING & EQUIPMENT	5,000	7,500	4,866	7,299	-2,500	-2,299
Miscellaneous						
Drinking Water	10,000	10,000	4,685	7,027	0	2,973
TOTAL MISCELLANEOUS	10,000	10,000	4,685	7,027	0	2,973
DEPARTMENT TOTAL	1,292,904	1,079,915	789,848	1,184,771	212,989	108,133

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 640		SECTION: ENGINEERING/CIP DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.5%					
PERSONNEL SERVICES						
Management & Employee Salaries	698,552	578,830	179,639	269,459	119,722	429,093
Holiday Work	145	355	93	139	-210	6
Sick Leave Used	0	0	3,492	5,238	0	-5,238
Annual Leave Earned	0	0	14,438	21,657	0	-21,657
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-488,986	-347,298	35	53	-141,688	-489,039
Regular Salaries	209,710	231,887	197,698	296,546	-22,176	-86,836
Night Differential/Hazard Pay	822	274	526	788	548	34
Overtime	78,000	78,000	469	703	0	77,297
Labor Cost Overtime	-74,100	-70,200	0	0	-3,900	-74,100
TOTAL PERSONNEL SERVICES	214,432	239,961	198,692	298,038	-25,528	-83,606
PERSONNEL BENEFITS						
Retirement	97,706	156,052	62,452	93,678	-58,347	4,028
Death & Disability	517	974	331	496	-457	21
Hospital Insurance	31,669	35,860	20,242	30,363	-4,192	1,306
Life Insurance	892	1,049	570	855	-158	37
Dental Insurance	2,102	1,956	1,344	2,016	147	87
Medicare	3,875	4,770	2,477	3,715	-895	160
Labor Cost Benefits	-95,732	-73,390	17	26	-22,342	-95,758
TOTAL PERSONNEL BENEFITS	41,029	127,272	87,432	131,148	-86,243	-90,119
MATERIALS & SUPPLIES						
Office Supplies	1,000	1,000	254	382	0	618
TOTAL MATERIALS & SUPPLIES	1,000	1,000	254	382	0	618
CONTRACTUALS						
Blue Print Services	200	200	0	0	0	200
Underwater Diving Services	40,000	0	0	0	40,000	40,000
TOTAL CONTRACTUALS	40,200	200	0	0	40,000	40,200
Furnishing & Equipment						
Office Equipment	2,000	2,000	0	0	0	2,000
TOTAL FURNISHING & EQUIPMENT	2,000	2,000	0	0	0	2,000
Miscellaneous						
Dues & Subscriptions	11,000	7,000	6,390	9,585	4,000	1,415
TOTAL MISCELLANEOUS	11,000	7,000	6,390	9,585	4,000	1,415
DEPARTMENT TOTAL	309,661	377,432	292,769	439,153	-67,771	-129,492

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 650	SECTION: COMMERCIAL DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
	4.0%					
PERSONNEL SERVICES						
Management & Employee Salaries	574,330	448,886	278,767	418,150	125,444	156,180
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	23,795	35,693	0	-35,693
Annual Leave Earned	0	0	31,794	47,691	0	-47,691
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	574,330	448,886	334,356	501,534	125,444	72,796
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	10,000	0	0	0	10,000	10,000
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	584,330	448,886	334,356	501,534	135,444	82,796
PERSONNEL BENEFITS						
Retirement	159,736	121,020	102,101	153,151	38,717	6,585
Death & Disability	1,552	1,500	992	1,488	52	64
Hospital Insurance	83,371	57,614	53,289	79,934	25,757	3,437
Life Insurance	1,023	1,102	654	981	-79	42
Dental Insurance	2,927	2,295	1,871	2,806	632	121
Medicare	6,758	7,109	4,320	6,479	-351	279
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	255,367	190,640	163,226	244,839	64,727	10,528
MATERIALS & SUPPLIES						
Office Supplies	5,000	2,500	1,138	1,708	2,500	3,292
TOTAL MATERIALS & SUPPLIES	5,000	2,500	1,138	1,708	2,500	3,292
CONTRACTUALS						
Appraisal Services	140,000	60,000	0	0	80,000	140,000
Equipment Rental	5,000	5,000	0	0	0	5,000
Printing Services	15,000	8,500	1,627	2,440	6,500	12,560
Surveyor Services	40,000	10,000	0	0	30,000	40,000
TOTAL CONTRACTUALS	200,000	83,500	1,627	2,440	116,500	197,560
Furnishing & Equipment						
Office Equipment	7,000	5,000	346	519	2,000	6,481
Power & Hand Tools	4,000	4,000	0	0	0	4,000
TOTAL FURNISHING & EQUIPMENT	11,000	9,000	346	519	2,000	10,481
DEPARTMENT TOTAL	1,055,697	734,526	500,693	751,040	321,171	304,657

**FY-2026
PROPOSED BUDGET**

BUSINESS UNIT: 670	SECTION: INFORMATION TECHNOLOGY DIVISION					
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.3%					
PERSONNEL SERVICES						
Management & Employee Salaries	644,844	709,277	334,697	502,046	-64,432	142,799
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	0	60,592	90,889	0	-90,889
Annual Leave Earned	0	0	36,825	55,238	0	-55,238
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-21,104	-184,412	0	0	163,308	-21,104
Regular Salaries	623,741	524,865	432,115	648,172	98,876	-24,431
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	15,000	20,000	6,423	9,635	-5,000	5,365
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	638,741	544,865	438,538	657,807	93,876	-19,066
PERSONNEL BENEFITS						
Retirement	199,617	191,221	127,592	191,387	8,396	8,230
Death & Disability	0	183	0	0	-183	0
Hospital Insurance	88,388	60,863	56,496	84,744	27,525	3,644
Life Insurance	1,340	1,470	856	1,284	-131	55
Dental Insurance	2,636	2,294	1,685	2,528	342	109
Medicare	7,936	9,000	5,072	7,608	-1,065	327
Labor Cost Benefits	-9,967	-58,010	0	0	48,043	-9,967
TOTAL PERSONNEL BENEFITS	289,949	207,023	191,701	287,552	82,927	2,397
MATERIALS & SUPPLIES						
Office Supplies	800	400	48	72	400	728
Operational Supplies	28,200	28,200	3,607	5,411	0	22,789
TOTAL MATERIALS & SUPPLIES	29,000	28,600	3,655	5,483	400	23,517
CONTRACTUALS						
Computer Maintenance	400,000	350,000	280,554	420,832	50,000	-20,832
General Service & Maintenance	0	0	100,015	150,023	0	-150,023
Professional Services	20,000	0	0	0	20,000	20,000
TOTAL CONTRACTUALS	420,000	350,000	380,570	570,854	70,000	-150,854
Furnishing & Equipment						
Office Equipment	5,000	1,000	0	0	4,000	5,000
Power & Hand Tools	5,000	5,000	0	0	0	5,000
Safety Equipment	750	0	0	0	750	750
Computer Equipment	25,000	40,000	2,377	3,566	-15,000	21,434
TOTAL FURNISHING & EQUIPMENT	35,750	46,000	2,377	3,566	-10,250	32,184
Miscellaneous						
Dues & Subscriptions	71,000	91,900	10,062	15,093	-20,900	55,907
TOTAL MISCELLANEOUS	71,000	91,900	10,062	15,093	-20,900	55,907
DEPARTMENT TOTAL	1,484,440	1,268,387	1,026,903	1,540,354	216,052	-55,915

**FY-2026
PROPOSED BUDGET**

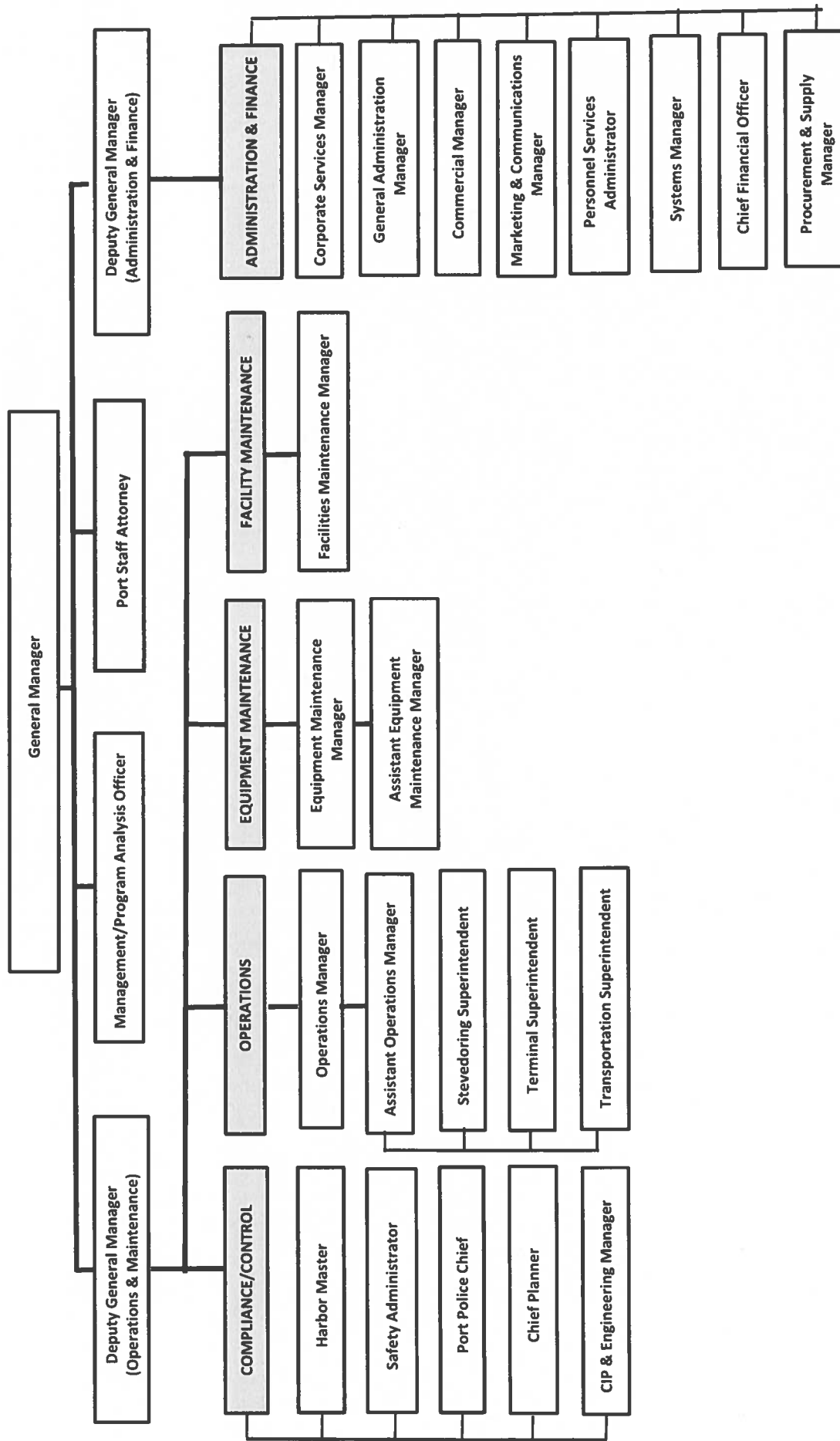
BUSINESS UNIT: 675-685, 140		SECTION: FINANCE DIVISION				
OBJECT	FY-2026 Proposed Budget	FY-2025 Approved Budget	FY-2025 YTD Actuals 5/31/2025	FY-2025 Antcpd EOY	FY-26 Prop vs FY-25 Appr	FY-26 Prop vs FY-25 Antcpd EOY
CLASSIFICATION/ITEM	4.8%					
PERSONNEL SERVICES						
Management & Employee Salaries	1,805,417	1,803,214	1,050,172	1,575,258	2,203	230,159
Holiday Work	372	1,233	238	357	-861	15
Sick Leave Used	0	0	41,043	61,564	0	-61,564
Annual Leave Earned	0	0	91,819	137,729	0	-137,729
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	0	0	0	0
Labor Cost Salaries	-45,679	-180,813	0	0	135,134	-45,679
Regular Salaries	1,760,109	1,623,633	1,183,272	1,774,907	136,476	-14,798
Night Differential/Hazard Pay	0	36	0	0	-36	0
Overtime	10,000	10,000	388	582	0	9,418
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	1,770,109	1,633,669	1,183,659	1,775,489	136,440	-5,380
PERSONNEL BENEFITS						
Retirement	571,085	486,146	365,027	547,541	84,938	23,544
Death & Disability	2,677	4,115	1,711	2,567	-1,438	110
Hospital Insurance	165,919	121,689	106,053	159,079	44,230	6,840
Life Insurance	4,384	4,249	2,802	4,203	134	181
Dental Insurance	6,661	5,752	4,258	6,387	909	275
Medicare	22,485	21,652	14,372	21,558	833	927
Labor Cost Benefits	-21,574	-52,416	0	0	30,842	-21,574
TOTAL PERSONNEL BENEFITS	751,637	591,188	494,223	741,334	160,449	10,303
MATERIALS & SUPPLIES						
Office Supplies	7,800	7,800	3,174	4,761	0	3,039
TOTAL MATERIALS & SUPPLIES	7,800	7,800	3,174	4,761	0	3,039
CONTRACTUALS						
Communication Maintenance	92,000	70,000	30,948	46,422	22,000	45,578
TOTAL CONTRACTUALS	92,000	70,000	30,948	46,422	22,000	45,578
Furnishing & Equipment						
Office Equipment	3,500	3,500	1,067	1,601	0	1,899
TOTAL FURNISHING & EQUIPMENT	3,500	3,500	1,067	1,601	0	1,899
Miscellaneous						
Dues & Subscriptions	2,000	2,000	2,319	3,479	0	-1,479
TOTAL MISCELLANEOUS	2,000	2,000	2,319	3,479	0	-1,479
DEPARTMENT TOTAL	2,627,047	2,308,157	1,715,390	2,573,085	318,889	53,962

**FY-2026
PROPOSED BUDGET
CAPITAL IMPROVEMENT PROJECTS**

A.) The following list of projects are currently ongoing or in the planning and design stages. Please note they are not in any order of priority and is Subject to Cash Availability and will go through the processes of being Certified and Approved by the Chief Financial Officer and the General Manager of the Port Authority of Guam.

	Description	Category	Status	Start Date	End Date	Balance	Bid Amount
BOND PROJECTS:							
1	Rehabilitation of H Wharf	BOND	Paused	10/2/2023	9/30/2026	44,591,831	46,331,895
2	EQMR Building Repairs and Upgrades	BOND	Ongoing	10/1/2022	5/31/2024	563,969	3,980,000
3	Financial Management System (Enterprise 1 Upgrade)	BOND	Ongoing	9/30/2019	12/31/2022	2,870	0
4	Golf Pier Repairs and Improvements	BOND	To be Rebid/Ongoing	1/1/2023	6/30/2024	1,627,852	5,345,000
5	New Administration Building	BOND	Paused			10,445,000	0
6	PL 35-44 Reprogrammed Funds (Other Priority Projects)	BOND	Ongoing			4,758,076	0
7	Warehouse 1 Repairs and Upgrades	BOND	Ongoing	6/16/2025	12/8/2026	1,489,284	4,837,223
8	Waterline Replacement and Relocation	BOND	Ongoing	8/1/2022	12/31/2023	1,979,526	4,856,569
9							
10						65,458,409	65,350,687
11							
12	Description	Category	Status	Start Date	End Date	Fed Share	PAG Share
Federal Funded CIP Projects:							
14	F1 to Golf Pier Fuel Connectivity Project	EDA	Ongoing	6/1/2023	12/31/2024	2,413,091	603,272
15	Acquisition of Two Unmanned Aerial Vehicles (Port Police Drones)	FY 2022 FEMA PSGP	Requesting Grant Extension up to August 2026	9/1/2022	8/31/2025	74,290	24,763
16	IDEN Services	FY 2022 FEMA PSGP	Ongoing	9/1/2022	8/31/2025	84,450	28,150
17	Phase 1: Welding Shop Repairs and Upgrades	OIA	Ongoing	8/5/2020	9/30/2026	241,950	241,950
18	Phase 2: Welding Shop Repairs and Upgrades	OIA	Ongoing	6/14/2021	9/30/2026	151,850	151,850
19	Generator Maintenance and Sustainment Program	OIA MAP 22	Ongoing, grant extended up to September 2026	12/1/2022	9/30/2026	165,375	165,375
20	Wharves Service Life Extension: Wharves F2 - F6 Hardening Project	MARAD	Pending NEPA, Pending Agreement, and as of March 2025, WSPs updated cost estimate is \$25,502,148-Million	1/1/2026	1/7/2027	17,941,997	4,485,499
21	PAG Construction Technical Oversight Services GR882-21-08 (Task Order 11)	OLDCC 2021	Completed. Rcvd Closeout document on June 10, 2025	3/1/2021	4/30/2024	150,000,000	0
22	In-Water Infrastructure Study GR882-22-02 (Task Order 12)	OLDCC 2022	Completed. Rcvd Closeout document on June 10, 2025	8/1/2022	9/30/2024	1,200,000	0
23	PAG Owner Agent Engineer GR882-23-04 (Task Order 14)	OLDCC 2023	Completed	8/1/2023	11/30/2024	1,450,000	0
24	Port Police Division Acquisition of Personal Protection Equipment (PPE) Shellback Tactical Banshee Elite 3.0 Active Shooter Kit with Plates and Helmets	FY 2023 FEMA PSGP	Completed	9/1/2023	8/31/2026	39,398	0
25	Fendering System Hardening Project (HMGP)	FEMA HMGP	Ongoing, grant extended to November 2025	12/7/2021	11/1/2025	603,689	201,230
26							
27							
28						174,366,090	5,902,089
29							
30	Description	Priority	Status	Start Date			PAG
PAG Funded CIP Projects:							
32	F-3 to F-6 General Bulkhead Repair of Concrete Cracks and Spalls Project		Ongoing	2/17/2025			289,600
33	EQMR Window Vent Installation		Ongoing	7/22/2025			9,800
34	Demolition of Engineering, Safety, and Riggers Offices at WH-1		approved pending proc				89,700
35	Administration Building Including Harbor Master Repairs	1	approved pending proc	6/27/2025			1,852,186
36	Admin Annex (Old Horizon) Roof Repair	1	Priority	9/27/2025			144,650
37	Admin Annex (Old Horizon) Roof Coating	1	Priority	9/27/2025			84,750
38	Crane Office Renovation	2	Priority	2			
39	Restriping of Dockside F-4 thru F-6	3	Priority	3			415,000
40	Replace all burnt out bulbs in the yard	4	Priority	4			296,355
41	LC-2 and LC-3 Switch Gear Replacement	5	Priority	5			250,000
42	Replace All Interior Fluorescent Lights in all Buildings to LED Lights	6	Priority	6			130,000
43	Replacement of Load Center No. 1 (LC1) Metering Cabinet	7	Priority	7			90,000
44	Replacement of Load Center No. 5 (LC5) Metering Cabinet	8	Priority	8			60,000
45	Operations Divisions Office Renovations	9	Priority	9			50,000
46	Repair/replace of chassis trailer parking stalls	10	Priority	10			100,000
47							
48							
49							
50							
							3,862,041

PORT AUTHORITY OF GUAM
Jose D. Leon Guerrero Commercial Port
FY-2026
ORGANIZATIONAL CHART





PORT OF GUAM
ATURIDAT / PUETTON GUAHAN
Jose D. Leon Guerrero Commercial Port
1026 Cabras Highway, Suite 201, Piti, Guam 96915
Telephone: 671-477-5931/35 Facsimile: 671-477-2689/4445
Website: www.portguam.com



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

August 26, 2025

MEMORANDUM

TO: Board of Directors

FROM: Rory J. Respicio, General Manager *Rory J. Respicio*

SUBJECT: Request for \$5K Sponsorship for ATOSSCOM 50th Annual Conference,
October 13-16, 2025, Koror, Palau

The Port Authority of Guam is a member of the Association of Terminal Operators, Stevedoring and Shipping Companies of Micronesia (Atosscom), and also serves as Secretary on the Atosscom Executive Committee. The Atosscom Association will be holding its 50th Annual Conference on October 13-16, 2025 at the Palau. The host of the conference is Belau Terminal and Transfer Company.

The Port Authority is part of the Planning Committee in the coordination and preparation of the conference aimed towards a successful outcome. These include, but not limited to registration, logistics, printing conference materials, sponsorship and Guest speaker coordination, planning meetings, and administrative support.

In light of this, request is being made to provide sponsorship support in the amount of \$5,000 for the Atosscom Association's annual conference expenses.

Your favorable approval is requested. I am available for any questions you may have.





ATOSSCOM

Association of Terminal Operators,
Stevedoring, and Shipping Companies of Micronesia



August 18, 2025

ATOSSCOM
Executive Committee

Lee Cabrera
Atosscm President
Saipan Stevedore Company
lee.cabrera@saisteve.com
(670) 322-8569

Charles B. Stinnett
Atosscm Vice President
Majuro Stevedore &
Terminal Company
charles@mstcormi.com
(692) 625-3863

George R. Torwan
Atosscm Treasurer
WAAB Transportation
grtorwan@gmail.com
(691) 350-4110

Steven P. Muna
Atosscm Secretary
Port Authority of Guam
spmuna01@portofguam.com
(671) 477-5931

Mr. Rory J. Respicio
General Manager
Port Authority of Guam
1026 Cabras Highway, Suite 201
Piti, Guam 96915
Email: rjrespicio@portofguam.com

Subject: **The 2025 ATOSSCOM Annual Conference Solicitation Letter**

Hafa Adai Mr. Respicio,

Buenas! It is that time of year when we meet as an ATOSSCOM family to share our challenges and celebrate our accomplishments in our port maritime industry. This year will be extra special as ATOSSCOM celebrates its 50th Golden Anniversary Conference on October 13 to 16, 2025, in Koror, Palau.

The ATOSSCOM Executive Committee and our host Palau (Belau Terminal and Transfer Company) would like to make this year's annual conference special and successful. Therefore, we humbly seek your in-kind support and/or financial sponsorship for this year's conference event. The main expenses to be incurred are the morning and afternoon refreshments, lunches and dinners at our conference venue for all three days. The Planning Committee is currently working with all our ATOSSCOM members to secure sponsorship for this year's annual conference.

Other expense we will incur are the rental of the conference venue and all the required amenities, such as conference material (badges, note pads, pens, banners, lanyards, etc.).

Our Planning Committee is open to any support and/or sponsorship or co-sponsor you wish to provide. I hope you find our request favorable. Should you have any questions or concerns, please feel free to contact Mr. Steven P. Muna, ATOSSCOM Secretary via email spmuna01@portofguam.com.

Your support is greatly appreciated and we look forward to seeing you at this year's 50th ATOSSCOM Anniversary Conference.

Respectfully,


Lee C. Cabrera
President

