



NEWSLETTER

PORT AUTHORITY OF GUAM

FEBRUARY 2026

Board of Directors

- Dorothy P. Harris**
Chairperson
- Conchita S.N. Taitano**
Vice Chairperson
- Fe Valencia-Ovalles**
Board Secretary
- Mark B.C. Mendiola**
Board Member

Port Management

- Rory J. Respicio**
General Manager
- Dominic G. Muña**
Deputy General Manager:
Operations
- Pacifico R. Martir**
Deputy General Manager:
Administration & Finance

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Port Provides Strategic Update During Legislative Oversight Hearing



The Port Authority of Guam participated in a Legislative Oversight Hearing held February 13, 2026, at the Guam Legislature, hosted by Oversight Chairperson Senator Jesse A. Lujan and the Committee on Transportation, Tourism, Customs, Utilities and Federal & Foreign Affairs.

The Port Authority of Guam extends its sincere appreciation to the Guam Legislature for the hearing and the opportunity to provide an update on Port operations, progress, and ongoing initiatives. The Port thanks Senator Lujan for his leadership, as well as Committee Co-Vice Chairperson Senator Christopher M. Dueñas and Committee Member Senator Eulogio Shawn Gumataotao for their time, attention, and continued interest in the

work being done at the Port.

During the hearing, the Port provided a strategic overview of current operations, performance, modernization priorities, and long-term readiness outlook, including its Look Ahead 2026 framework.

Port Authority of Guam General Manager Rory J. Respicio led the presentation, joined by Chief Financial Officer Jose B. Guevara III, Shine San Agustin (EQMR), Tony Yatar (Operations), Clarence Lagutan (CIP), and Donna Acosta (Planning). Our Board members and most Port division heads were also in attendance.

“The Port appreciates the opportunity to provide an update on where we are and where we are going,”

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said Respicio. “As Guam’s only commercial seaport, the Port has a responsibility to operate with transparency, maintain financial discipline, and deliver modernization while keeping Guam’s supply chain moving without interruption.”

The presentation highlighted the Port’s continued operational performance, including sustained continuity through major disruptions such as the COVID-19 pandemic and Typhoon Mawar, as well as progress made in strengthening internal systems, governance, and long-term planning.

The Port also provided an overview of capital improvement timelines, federal coordination efforts, and the operational risks that must be managed as major infrastructure projects transition from planning into execution.

The Port remains committed to transparency, accountability, and continued service to the people of Guam, while supporting Guam’s economic stability, cost of living resilience, and national security readiness through disciplined execution, reliable operations, and sustained coordination with local and federal partners.

Port Advances Master Plan 2025 for Public Hearing Process

The Port Authority of Guam’s Master Plan 2025 is moving forward in the Bureau of Statistics and Plans (BSP) public hearing process, with a public hearing scheduled for Wednesday, March 25, 2026 at 3:00 p.m. at the Port Authority of Guam Board Conference Room.

The Master Plan 2025 reflects the Port’s officially adopted planning document previously titled the “Port Authority of Guam Master Plan 2023,” as adopted by the Port Authority Board of Directors under Resolution No. 2023-04. The Master Plan was later amended under Resolution No. 2024-18 to incorporate the Port’s Zero-

Emission and Zero-Waste (ZEW) Resiliency and Sustainability Goals into the sustainability component of the plan.

In July 2025, the Port Authority Board of Directors unanimously adopted Resolution No. 2025-24, requesting that the Governor of Guam and BSP formally amend the title of the Port’s Master Plan from “2023” to “2025,” solely as a change to the title, without altering the substance of the document.

“The Master Plan remains the same in substance and direction,” said Port Authority of
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Guam General Manager Rory J. Respicio. “What the Port has done is ensure the plan accurately reflects the current year of active implementation, while also formally incorporating our Zero-Emission and Zero-Waste goals as part of our long-term sustainability and resiliency strategy.”

The Port Authority of Guam Master Plan 2025 outlines a comprehensive strategy for modernization, sustainability, and resiliency, including phased capital investments in wharf expansion and rehabilitation, Ship-to-Shore (STS) gantry crane replacements, fuel pier upgrades, digital transformation, sustainability measures, and climate adaptation projects. These improvements are designed to support both short and long-term commercial growth, national defense readiness, and environmental responsibility.

The Master Plan culminates with a Port Improvement Program (PIP) comprised of two categories, the Port Readiness Plan (PRP) and the Sustainability Plan (SP). The PRP is subdivided into capital improvement projects and other port readiness projects, while the SP addresses continued professional and technical services oversight and support to strengthen Port sustainability and resiliency, including environmental initiatives to reduce the Port’s carbon footprint and long-term goals toward zero-emission and zero-waste improvements.

“The Master Plan guides the Port over the next five to ten years as we continue transforming the Port into a modernized, world-class facility capable of meeting the growing demands of Guam,

the region, and our national defense mission,” Respicio added.

PORT MASTER PLAN GOALS

- Provide a comprehensive overview of the Port’s current conditions including governance, financial, operational, and physical attributes;
- Assess the current and projected cargo opportunities based on Guam’s market drivers, which consist of military realignments, tourism, transshipment and organic growth;
- Determine near-term resiliency improvements and operational adjustments to accommodate the peak of the military build-up, support Indo-Pacific Command’s Pacific Deterrence Initiative (PDI) and ensure maritime posture for future deployments of military assets;
- Estimate the Port’s capacity and ability to meet the projected demand and tenant requirements;
- Identify long-term port improvement efforts targeted towards continuing operational and economic sustainability;
- Establish optimal requirements for operations, maintenance and repair, and capital improvement projects;
- Validate the efficient and effective use of the Port’s resources and assets;
- Present commercial strategies for the Port to diversify its revenue base and enhance its financial self-sufficiency including a comprehensive tariff simplification and associated benefits to the Port and port users;
- Assess the impact of the recommended strategies on Guam’s economic conditions; and
- Prepare implementation programs to support a coordinated approach of continuous Port improvements balanced with sustainability.

PORT MASTER PLAN KEY ELEMENTS

- Ship-to-Shore Gantry Crane Replacement
- Rehabilitation of Area A Fuel Storage Facility
- In-Water Infrastructure Study
- Wharves and Fuel Piers Long Term Replacement
- Financial Management System
- Guam Customs Inspection Facility
- Solar Power Study

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- Tariff Simplification
 - Terminal Operating System
 - Information Technology Study
 - Port Users Group Initiative for System Integration
 - Financial Feasibility Analysis
 - Economic Impact
- The Port Authority of Guam transmitted the

Master Plan and Board Resolutions to BSP for review, public hearing, and final adoption. Upon completion of the plan adoption process, BSP will forward its recommendation to the Governor of Guam for ultimate submission to the Guam Legislature pursuant to Guam law. The plan can be viewed online at www.portofguam.com/modernization.

Port GM Meets with U.S. Indo-Pacific Commander during Pacific Agenda Summit

The Pacific Agenda

Investment, Security, and Shared Prosperity Summit

Port Authority of Guam General Manager Rory J. Respicio participated in the Pacific Agenda: Investment, Security, and Shared Prosperity Summit hosted by the East-West Center, joining regional leaders, policymakers, and defense officials to discuss economic security and strategic investment across the Indo-Pacific.

During the summit, General Manager Respicio and Governor Lou Leon Guerrero met with Admiral Samuel Paparo, Commander of U.S. Indo-Pacific Command, to discuss the critical role of Guam’s only commercial seaport in supporting regional security, economic stability, and national defense readiness.

The discussion included updates on the Port’s modernization initiatives, infrastructure resilience, and the acquisition of new ship-to-shore gantry cranes. The cranes represent a transformational investment that strengthens Guam’s cargo capacity, improves operational reliability, and enhances the Port’s ability to support both commercial supply chains and military logistics requirements.

“As the largest deep-water commercial port in the Western Pacific region, Guam’s Port plays a vital role in both economic and national security,”



said Respicio. “We appreciated the opportunity to discuss our modernization efforts and the importance of continued federal coordination to ensure the Port remains resilient, efficient, and prepared to meet increasing regional demands.”

The summit focused on strengthening partnerships throughout the Indo-Pacific and advancing policies that promote shared prosperity, secure investment, and strategic infrastructure development. The summit was held February 23-24, 2026 in Honolulu, Hawaii.

The Port Authority of Guam remains committed to modernization, transparency, and collaboration with local and federal partners to ensure the long-term readiness of Guam’s maritime gateway.

Port Participates in Association of Pacific Ports 2026 Winter Conference



The Port Authority of Guam participated in the Association of Pacific Ports (APP) 2026 Winter Conference from January 28th to 30th, 2026 in Honolulu, Hawai'i.

General Manager Rory J. Respicio and Port staff attended sessions focused on maritime leadership, port security, sustainability, workforce development, and emerging industry challenges facing Pacific ports. They also took this time to strengthen regional partnerships as Guam prepares to host APP 112th Annual Conference in August.

The APP Winter Conference convenes port leaders, maritime partners, and industry stakeholders from across the Pacific Rim and island nations to share best practices, strengthen collaboration, and address regional priorities affecting trade, resilience, and port operations.

The Port's Vice Chairperson, Conchita S.N. Taitano, who also serves as President of the Association of Pacific Ports, played a key leadership role during the conference and emphasized the importance of Pacific cooperation during a period of global transition.

"We are living through a time of profound transition," Taitano wrote in her message to conference delegates. "Climate change, rising seas, extreme weather events, and shifting global trade patterns are not distant threats, they are



reshaping our ports, our communities, and our coastlines right now."

Taitano also highlighted the Pacific values of unity and shared responsibility, and encouraged port leaders to build relationships that strengthen the region's long-term resilience.

"And remember: we are not just building ports. We are helping build the future of the Pacific together," she wrote.

The Port Authority of Guam's participation in the 2026 Winter Conference also supports preparations for the APP 112th Annual Conference, which Guam will host on August 3–6, 2026.

As host port, the Port Authority of Guam will welcome port leaders and maritime partners from across the Pacific region to Guam later this year for the annual conference, reinforcing Guam's strategic role in maritime commerce, regional connectivity, and Indo-Pacific logistics.

Port Engages in Government of Guam Cyber Crisis Tabletop Exercise

The Port Authority of Guam joined the Leon Guerrero-Tenorio Administration, Guam Homeland Security and the Office of Civil Defense, and federal partners in a cyber crisis simulation exercise on February 10, 2025 designed to strengthen Guam's readiness and response to cyber threats.

Representatives from the Government of Guam, federal civilian agencies, and military commands convened at the Office of Homeland Security and Civil Defense in Agana Heights to conduct the tabletop exercise. The scenario simulated a phishing attack on a government network that, if not quickly identified, contained, and mitigated, could lead to serious consequences including compromised sensitive data and disruption of essential communication systems.

The Port Authority of Guam was represented by General Manager Rory J. Respicio, along with Arden Bonto from the Port's Information Technology Division.

"Cyber incidents are not just an IT issue. They are continuity and resilience issues," said Port Authority of Guam General Manager Rory J. Respicio. "The Port is part of Guam's critical infrastructure, and we take seriously our responsibility to coordinate with government and federal partners to strengthen preparedness and protect essential operations."

The tabletop exercise reinforced the importance of interagency coordination, rapid



response protocols, and clear communication pathways when addressing cyber incidents that could impact public services and critical infrastructure.

The Port Authority of Guam remains committed to strengthening cybersecurity awareness, protecting systems that support Port operations, and working alongside local and federal partners to ensure Guam's readiness in the face of evolving cyber threats.



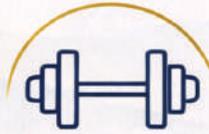


PORT WELLNESS MATTERS

Taking care of our people—mind, body, and balance.



Mental Wellness



Physical Wellness



Community & Support

Healthy Employees. Stronger Port.

Your well-being keeps Guam moving.

The Port Authority of Guam has issued an updated Physical Fitness and Wellness Program Policy, modernizing the Port’s wellness framework while preserving the program’s original limits and intent. The previous formal policy had not been updated since September 22, 1999.

The updated policy keeps participation voluntary and maintains the same time limits that have long governed the program, up to one hour per day and no more than three hours per week. Wellness time may not be accumulated, banked, or combined into a single extended period. As always, participation remains subject to operational needs and supervisory approval.

This policy expands the scope of wellness beyond physical fitness to include mental and emotional well-being, recognizing reasonable self-care practices such as counseling, therapy, and therapeutic services. The policy also strengthens privacy protections by prohibiting any requirement for employees to disclose medical information, diagnoses, or proof of participation.

“This update reflects how the Port has been

responsibly governed and administered in practice for years,” said Port General Manager Rory J. Respicio. “We are preserving the original limits of the program while modernizing the policy to better support employee wellness, work-life balance, and workforce resilience.”

The updated policy is issued under General Manager Policy Memorandum 2026-GM01. A copy of the new policy was emailed to all employees and can be found on our website at <https://www.portofguam.com/about-us/human-resources/general-managers-policies>.

FREQUENTLY ASKED QUESTIONS

Employee FAQ

1. *Why is the wellness policy being updated now?*

Although the policy dates back to 1999, the Port’s approach to wellness has evolved through practice during our term. This update aligns the written policy with how the Port has been responsibly governed and ensures a clear, modern, and consistent framework

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- The request does not create a recurring pattern that shortens the workweek

6. *When can I deny wellness administrative leave?*

You may deny requests when:

- Coverage or operational needs cannot be met
- The request exceeds time limits
- Use shows a pattern inconsistent with the policy
- The timing suggests an attempt to offset or game leave requirements

7. *Can wellness administrative leave be combined with other leave?*

Yes. One hour of wellness administrative leave may be combined with accrued leave or approved scheduling flexibility within the same workday, subject to approval and operational needs. It may not be used to extend weekends, holidays, or leave blocks.

8. *What qualifies as misuse?*

Misuse is identified based on patterns of use and operational impact, not on the type of activity. Examples include repeated late-day use that shortens the workweek or attempts to reduce required leave charges.

9. *What should I do if misuse appears to be occurring?*

You may deny individual requests and should document the pattern. Continued misuse should be elevated to management for review. Decisions on suspension or loss of eligibility are made by the General Manager.

10. *Does participation affect performance evaluations?*

No. Participation or nonparticipation in wellness activities may not be used adversely in performance evaluations or personnel actions.

11. *Who has final authority over the program?*

The General Manager has final authority to limit, suspend, or revoke participation based on operational needs or misuse.

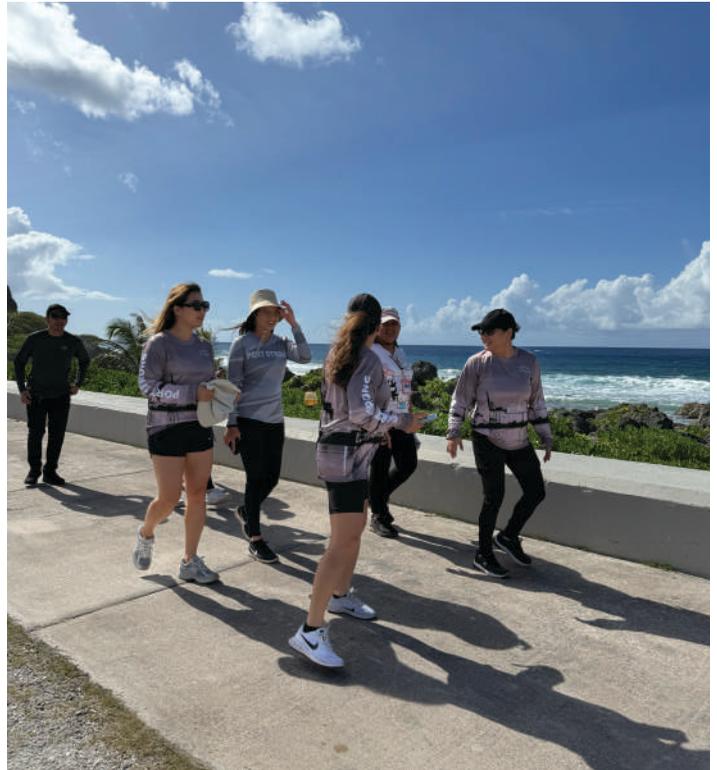
12. *What if I am unsure how to apply the policy?*

Consult with management or Human Resources for guidance. Do not create individual exceptions or informal rules.

Management and Division Head FAQ

1. *Why was this policy updated now?*

The policy aligns written rules with how the



Port has been governed in recent years, modernizes outdated provisions from 1999, and closes gaps related to privacy, consistency, and misuse, while preserving the original limits and intent.

2. *Does this policy expand benefits or increase administrative leave?*

No. The limits remain unchanged at one hour per day and no more than three hours per week. The policy clarifies use and safeguards but does not create new benefits or entitlements.

3. *What is the role of division heads under this policy?*

Division heads are responsible for ensuring consistent application across their divisions, monitoring usage trends, addressing operational impacts, and supporting supervisors in applying the policy correctly.

4. *Are division heads responsible for approving individual wellness requests?*

No. Individual requests are approved or denied at the supervisory level based on coverage and patterns of use. Division heads provide oversight and guidance and intervene when issues escalate.

5. *What should division heads monitor?*

Division heads should monitor:

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- Usage patterns within the division
- Recurring scheduling impacts
- Equity and consistency across units
- Any signs of misuse or operational disruption
- The focus is on trends, not individual activities

6. *How is misuse addressed at the management level?*

Misuse is addressed based on patterns of use and operational impact. Supervisors may deny individual requests. When patterns persist or affect operations, division heads should elevate the issue for management review. Decisions regarding suspension or loss of eligibility are made by the General Manager.

7. *Can division heads create additional rules or limits?*

No. Division heads may not create additional requirements, documentation standards, or interpretations that expand or restrict the policy. The policy must be applied as written.

8. *What about privacy and employee disclosures?*

Employees are not required to disclose the nature of wellness or self-care activities.

Management and supervisors may not request proof or documentation. Oversight is limited to time, scheduling, and operational impact.

9. *How should conflicts or inconsistent applications be handled?*

Division heads should correct inconsistent practices within their divisions and coordinate with management or Human Resources when clarification is needed. Informal exceptions should be avoided.

10. *Who has final authority over the wellness program?*

The General Manager has final authority to interpret, limit, suspend, or revoke participation in the wellness program based on operational needs or misuse.

11. *Does participation affect performance evaluations or personnel actions?*

No. Participation or nonparticipation may not be used adversely in evaluations or personnel actions.

12. *What should division heads do if questions arise outside this FAQ?*

Direct questions to management or Human Resources. Do not issue informal guidance or local interpretations.



Port Employees Support GMH Restoration Efforts

The Port Authority of Guam is proud to support Guam Memorial Hospital's ongoing restoration efforts, with several Port employees contracted to assist in critical recovery and operational support activities.

This interagency collaboration reflects the Port's continued commitment to serving the people of Guam as the island's only commercial seaport. Port personnel are contributing their expertise and operational experience to help advance GMH's restoration initiatives and ensure progress in strengthening essential healthcare infrastructure.

Deputy General Manager Dominic Muña is co-chairing the coordinated effort alongside Guam International Airport Authority Executive Manager John Quinata, demonstrating unified leadership and a shared commitment to community service and government collaboration.

"The Port is always ready to step forward when our island partners need support," said Port Authority of Guam General Manager Rory J. Respicio. "Our employees embody public service, and we are proud to stand with GMH in this important effort."

The Port Authority of Guam remains dedicated to collaboration, resilience, and service in support of Guam's critical institutions and the people they serve.





Biba!!
Mes
CHamoru



JOIN TODAY



Join the Port Authority of Guam Goodwill and Morale Association

Your all access pass to Port Fun!



**\$0.40
OFF**

The Daily Win: Gas Savings

Stop Overpaying at the pump! Our fuel discount is a game-changer.

- Save \$0.40/gallon when you use your membership card at Circle K/76 Stations.
- The Math: If you fill up 10 gallons every week, you save over \$208.00 a year.



The Social Scene: Major Events

- Annual Super Bowl Party: Catch the big game with us! We provide the food and the atmosphere.
- Christmas Gala: Members get free admission to our biggest party of the year including the best raffle prizes!



The Personal: Birthday Celebration

We don't just send an email; we celebrate you in person!

- Birthday Gift: receive a birthday gift valued at \$25.
- Quarterly Birthday Socials to honor our celebrants, refreshments included.

See any PAGGMA Officer for more information.

All member dues handled via payroll deduction. 2026 Bi-weekly dues: \$7.00.

Photo Highlights



March Birthdays



Happy Birthday

Patrick E. Alvarez
Patrick C. Fejeran
John J. Leon Guerrero
Antoinette M. Mafnas
Alexander J. Aflague
Eric J. Salas
Curtis R. Ettleman
Rita B. Carbullido
Melissa F. Aguero
Martin J. San Nicolas
Ernesto D. Madahan

Frankie C. Rosalin
Peter T. Cruz
Pedro Jose Leon Guerrero
Katrina A. Messer
Paul S.N. Acfalle
Richard P. Franquez
Ianfrank D. Taitano
Antolin F. Pangelinan
Monet S. Dizon
Brandin Vincent Q. Camacho
Kyle S. Palma

