



NEWSLETTER

PORT AUTHORITY OF GUAM

January 2022

Board of Directors

Francisco G. Santos
Chairman
Nathan T. Taimanglo
Vice Chairman
Isa Marie C. Koki
Board Secretary
Dorothy P. Harris
Board Member
Dr. Judith P. Guthertz
Board Member

Port Management

Rory J. Respicio
General Manager
Dominic G. Muna
Deputy General Manager, Operations
Luis R. Baza
Deputy General Manager, Administration & Finance



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Notices

Guam continues to be in Pandemic Condition of Readiness 1 (PCOR1). Anyone entering the Port must wear a mask at all times. COVID-19 remains to be a clear threat to our safety and our community. We must all continue to take necessary precautions to protect ourselves and our loved ones. Latest guidelines and information relating to the PAG and COVID-19 can be obtained by visiting our website at: <https://www.portofguam.com/covid-19-guidelines-and-information>

Port Climate Survey Shows High Morale

An organizational climate survey of Port Authority of Guam employees showed high employee morale, job satisfaction and support for management.

The anonymous organizational climate survey was conducted in December of 2021 and 92% of all 368 employees took part in the survey. The survey showed that 98% of all employees have a positive work experience at the port. Survey results also showed that 96% feel there is high morale, 92% feel that management is fair and also transparent and 94% feel management is accountable. The survey provided employees an opportunity to anonymously rate different levels of our agency as it assessed what they value most in their employment and provided them an opportunity to make positive suggestions for improvement.

"These numbers overwhelmingly reflect the Port's organizational culture and it is clear that our high productivity levels match our high morale," said Port General Manager Rory J. Respicio. "Although we are clearly pleased that 98% of the employees have such positive feelings about work as well as management, we will continue to focus on the two percent of the employees who are not having the same experience here at the port."

Respicio presented the survey results during the monthly Board of Directors meeting held on January 20, 2022. During the meeting the Board also adopted Resolution 2022-01, "Relative to adopting the recommendations made by the Office of Public Accountability (OPA) in its performance audits (OPA Report No. 21-03 and OPA Report No. 21-09), specifically the ratification of back wages provided for seven (7) recently reinstated Port employees, as recommended by the OPA, ratifying such action specifying legal remedies; i.e, compensation of the total back wages, interest, and legal fees and costs, and to further providing herein a structure establishing uniformity and consistency in how Port management will prospectively address these personnel matters." The resolution addresses recent OPA audits regarding the settlements of the seven wrongfully terminated Port employees and incorporates the OPA suggestions to adopt board policies regarding this matter.

Board Member Dr. Judith Guthertz said that she agrees with the actions the board took to settle the cases and fully supports the ratification of management's actions when following the court orders and judgements in favor of the seven wrongfully terminated employees.



"As the newest board member here, I can see how these actions to reconstruct these back wages could have been misinterpreted to make the kind of suggestions resulting from these audit findings," Guthertz said.

She added that if she had been a member of the Board of Directors when they voted to settle the cases she would have voted in favor along with the other members.

Dr. Guthertz added: "How much longer are all of these wrongfully terminated seven Port employees have to endure all of this abuse? We are going on 10 years and millions of dollars spent to fight these people. We must end all of this misconception, and in so doing, make sure that clarifications are made for record purposes. Resolution 2022-01, with all of its supporting documents, provides the clarity to frame the real story and the truth. And after all of this travesty befallen on these 7 wrongfully terminated employees and their families, including a former General Manager Sen. Torres and her family, and the millions of dollars spent by the Port over the years, I strongly believe that Resolution 2022-01 is the one thing that will put an end to all of this, and to provide a remedy for what I am sure NONE of us will ever want to see this ever happen again to anyone in our government."

Resolution No. 2022-01 passed unanimously.

Meanwhile, the Board also unanimously voted to give General Manager Rory J. Respicio, as well as Deputy General Managers Dominic Muna and Luis R. Baza, Exceptional Performance Evaluations for the work they have done over the past year. The discussions on the annual Performance Evaluations were held in open session for full transparency and no increment will be included with the evaluations.

The Board also voted unanimously to retain Francisco G. Santos as Chairman, Nathan T. Taimanglo as Vice Chairman and Isa Marie C. Koki as Board Secretary.

Covid Omicron Surge Hits the Port

The Port Authority of Guam has not been immune to the recent surge in Covid cases that have been seen across the island.

Numerous members of our Port Strong Family have been hit hard by the virus and the surge placed a major strain on our Port Contact Tracing Team and their ability to keep up with the increase in cases. In total, 63 Port employees tested positive for Covid from January 1, 2022 to January 31, 2022 which resulted in hundreds of employees being identified as close contacts and being tested at public health.

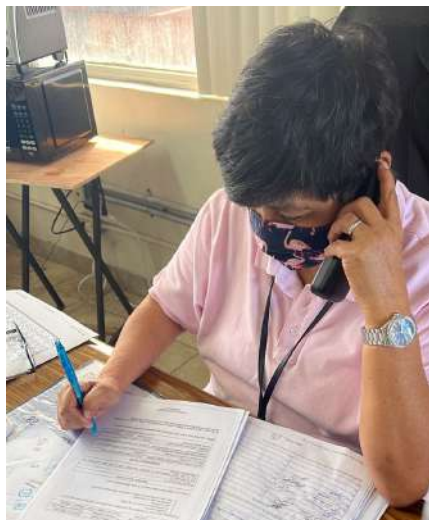
Seeing how the team was being overwhelmed including many of them being hit by Covid as well, General Manager Rory J. Respicio immediately sprang into action authorizing additional Contact Tracers to be nominated from each Division. Port Marketing Administrator Bernadette Sterne conducted Contact Tracing Training for the newest members of the Contact Tracing Team via Zoom on January 24, 2022.

Follow with close contact/obtain test results & update list to reflect results. ANY positive is to be reported immediately

- Fill out the DPHSS Covid 19 Patient Assessment Form for each close contact and provide that form to the HR/Contact Tracing Team Member that is coordinating the testing with DPHSS for your division/section
- Inform each close contact to register at Simple Report so that they can get their test results sent faster to them via text. They can then screenshot the results and send them to you. They can register at tinyurl.com/guamtesting
- Make sure to obtain each test result from the employee, update the close contact list and submit to HR/PAG Port Contact Tracing Team. Report all Positives IMMEDIATELY.

A portion of a training program that the newest members of the Port Authority of Guam Contact Tracing Team took part in via Zoom on January 24, 2022

Getting to Know Some of Your New Port Contact Tracers



Janice Flores Vessel Planner, Terminal Division

Question: What do you do as a contact tracer for your division?

Answer: I interview the individual who tested positive and find out who they were in contact with in the previous days, also ask how the individual is feeling, and if they have symptoms, I advised them to please hydrate and monitor their oxygen intake.

Question: What is the hardest part about being a contact tracer?

Answer: Having to inform the individual that they were in close contact with someone who tested positive. You can hear the fear in their voice and it breaks my heart.

Question: What do you find most rewarding?

Answer: When I check on them and they have no symptoms and they are ready to return to duty. Such a great feeling to see them beat this virus



Loretta Topasna Administrative Assistant, Commercial Division

Question: What do you do as a contact tracer for your division?

Answer: Contact the employee/employees that tested positive to get their information that is needed for contract tracing forms. Interview employee to see who was a close contact. Follow up on their symptoms or well-being.

Question: What is the hardest part about being a contact tracer?

Answer: Making sure that the information I am requesting are not going to be uncomfortable for employee. Or if they will be cooperative.

Question: What do you find most rewarding?

Answer: That I am part of the team that ensures that the port is updated with each employee/employees results and well-being during their isolation. That they feel the PORT family cares.

Question: What has this experience taught you so far?

Answer: How crucial it is to get the information out to curb the spread. Team work and patience is important for the cause.



Jacqueline Cruz
Program Coordinator II, Transportation Division

Question: What do you do as a contact tracer for your division?

Answer: Keep in contact with personnel to ensure communication are thorough and confidential between the personnel and positive COVID-19 patient. I compile a contact list and contacted everyone who had had direct contact with the Employee.

Question: What is the hardest part about being a contact tracer?

Answer: Receiving a call from an employee alerting me that he or she is COVID-19 positive and waiting for their contact's results.

Question: What do you find most rewarding?

Answer: By being a contact tracer, communicating with Transportation Division or any employees that has asked me for any information that i can help with, and know that the employees come back well.

Question: What has this experience taught you so far?

Answer: Being a Contact Tracer requires to adhere to strict timelines due to the importance of each matter.

Connie Nocon
Administrative Officer, Finance Division

Question: What do you do as a contact tracer for your division?

Answer: As a contact tracer for my division, I assist the employee(s) in providing resources they may need from scheduling the test to answering questions and concerns they may have. I am supported by the contact tracing team when answering concerns.

Question: What is the hardest part about being a contact tracer?

Answer: The hardest part about being a contact tracer is waiting for the employee(s) to provide their results, knowing that the other potentially exposed employees are also worried for their safety. Anxiety is the worse feeling especially when we all have families to go home to. Mental health matters too.

Question: What do you find most rewarding?

Answer: The most rewarding part about being a contact tracer is being able to provide the resources the employee needs; from shared links to information provided on the Port Contact Tracing chat.



Corrina Quinata
Planner Work Coordinator, Stevedore Division

Question: What do you do as a contact tracer for your division?

Answer: As a contact tracer for Stevedore division firstly is when the employee informs me of their results. I then interview the positive case and notify people who have come into close contact with the individual/s and determine what steps need to be taken care like quarantine basis or providing them with resources.

Question: What is the hardest part about being a contact tracer?

Answer: The hardest part probably is having to push aside daily duties to focus on helping stop the spread. Also, it is like your acting behalf of a therapist, social worker or even a disease detective. Trying to listen to the employee and helping them cope especially if they have other families living with them that are young or even elderly.

Question: What do you find most rewarding?

Answer: The rewarding part is trying to help the individual get through their days and making them return back to work.



Acting Safety Administrator Paul Salas

Safety Message for COVID from Acting Safety Administrator Paul Salas:
Over the last few weeks, the surge of COVID affected our family and friends at home to include our work place. Numbers are increasing on a daily basis. We must work together to fight this virus by following our Covid mitigation plan listed below. Let's keep our family safe.

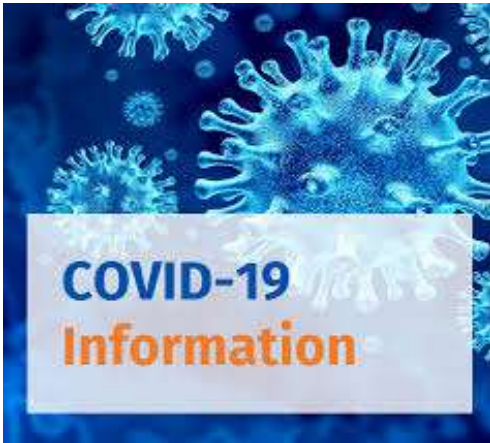
1. Treat everyone as if they are positive. Even is visual signs of COVID is not visible. You or they may be A-symptomatic.
2. Follow the Three W's:
Where Mask at all times.
Wash your hands as much as possible.
Watch your distance.
3. Gloves are recommended but not mandatory when dealing with paper work.
4. Get your Booster SHOT.
5. Sanitize Phone, tables, vehicles, any equipment, and chairs before and after use.
6. If you are sick or not feeling well, stay home.
7. Keep from sharing personal times with others.
8. Air out offices at least twice a day.
9. Experiencing any of the symptoms below, get tested for possible COVID.

- Fever or chill*
- Cough*
- Shortness of breath*
- Fatigue*
- Muscle or body aches*
- Headache*
- Loss of taste or smell*
- Sore throat*
- Congestion or runny nose*
- Nausea or vomiting*

Following this plan, will lessen the spread of COVID to your family and fellow coworkers.

Your cooperation and participation is greatly appreciated.

Remember safety starts with you! Port Strong!



PORT OF
GUAM

YOUR SAFETY IS OUR PRIORITY



PREVENT



PROTECT



SUPPORT

Safety First!

With the recent surge in positive COVID -19 cases, the Port has taken another step to mitigate the spread of the virus.

The Safety Division has acquired 3 stand up infrared thermometers for screening the temperature of employees and all those who do business at the Port Authority.

Two thermometers are currently located at the Administration Building which receives the highest flow of public traffic with the third scanner located inside the Operation Lounge.

Hand sanitizers have also been placed on each table inside and outside of the lounge, as well as signs reminding employees to wear a mask, wash hands frequently and practice social distancing.

The Safety Division is currently procuring additional units to be placed within the yard areas as well, in the lunch rooms of other division and areas with high employee traffic.

If an employee is feeling symptoms of the virus (headache, sore throat, running nose, cough, body aches) they should immediately secure from work and stay home until all symptoms are gone.

In January the Port's Occupational Health and Safety Division distributed the agency's new Industrial 100 Person Safety Kits and Industrial 50 Person Safety Kits to all the divisions.

Thank you General Manager Rory J. Respicio for pushing our divisions to provide these safety resources to all of our hard-working men and women of the Port Authority of Guam!



COVID-19 SAFETY



Port Hosts Vaccine Clinic

The Port Authority of Guam held another Vaccination Clinic on January 14 2022 for all employees, port users and members of the public.

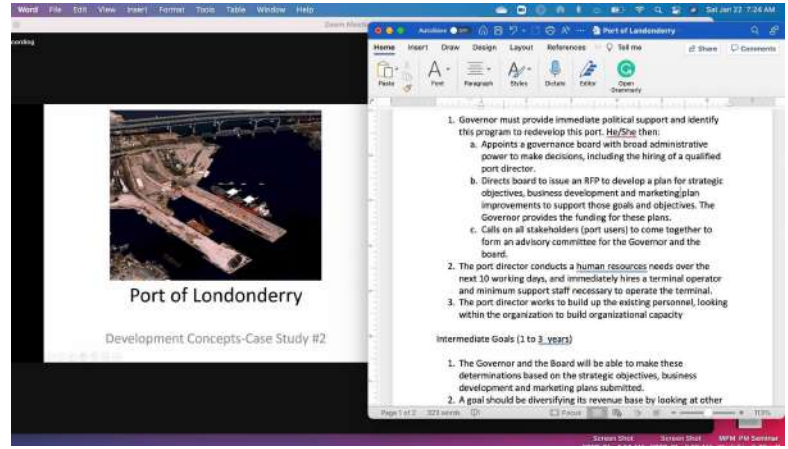
The Vaccination Clinic was held from 9:00am until 11:00am in front of the former Port Clinic next to the Main Administration Building in Piti. The vaccines were available for anyone who was eligible and the booster shots were available based on the eligibility criteria established by DPHSS. Port employees, their family members and Port tenants all took part in the event. Port General Manager Rory J. Respicio said he wanted to give special thanks to Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, the Guam National Guard and the Department of Public Health and Social Services for making this drive through clinic a reality.



Congratulations General Manager Respicio!

Congratulations to our General Manager Rory J. Respicio for officially becoming a certified Maritime Port Manager (MPM) as well as a certified Maritime Port Executive (MPE)!

"This accredited course for Maritime Port Mgmt (MPM) and Maritime Port Executive (MPE) was for me, 4am to 8am GU time, and held this past week," Respicio said. "This was part two for the in-person training held in AZ several months ago. I'm now certified MPM/MPE. I used our own roadmap as solutions for this case study. Thankfully, my presentation was well received by our instructor. Thank you Governor Lou Leon Guerrero, Lt. Gov. Joshua Tenorio and our board for your leadership and guidance and thank you Port Strong Family for the amazing drive and commitment you demonstrate daily to staying our new course."



AGA Recognizes Port Member MJ



AGA
GUAM CHAPTER

Membership Monday



"The training and conference opportunities that AGA has provided has contributed to my knowledge and has given me a background needed to help improve myself professionally."

— Mary Jane Camacho
Accountant III | Port Authority of Guam
AGA MEMBER SINCE FEBRUARY 2020

Port Authority of Guam Accountant III Mary Jane Camacho was recognized by the Association of Government Accountants (AGA) Guam Chapter during their social media blitz for "2022 MEMBERSHIP MONDAYS."

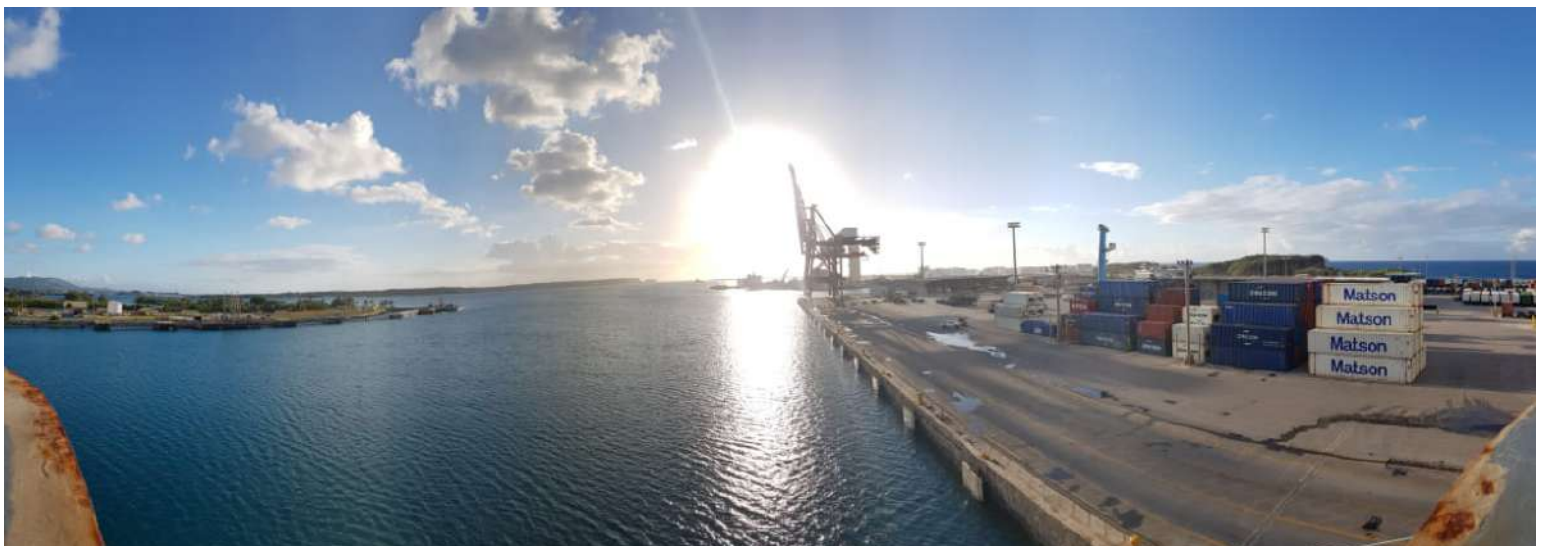
The AGA Guam Chapter serves professionals in the government financial management community.

The AGA Guam Chapter more than 200 members ranging from students and entry-level employees to senior executives and elected officials that work in places such as the local government, post-secondary educational institutions, federal agencies, public accounting firms, and private sector industries. Their membership is comprised of individuals from various disciplines including accounting, auditing, budgeting, finance, contract management, program management, grants management, academia, etc.

Members of the AGA Guam Chapter are provided with numerous professional development, educational and learning, networking, etc. opportunities throughout the year. Please visit the Member Benefits page for an in-depth review of the AGA Guam Chapter member benefits.

Our very own Jose B. Guevara III, PMBA, CGFM serves as the Director of Membership for the Association of Government Accountants (AGA) Guam Chapter.

Congratulations to Mary Jane Camacho for this special recognition.



Port Employees Celebrate February Birthdays



PEREZ, DENNIS J.
MANGLONA, ANN T.
BLAS, EUGENE F.S.
BLAS, DORIS G.
MANGLONA, JOAQUIN T.
UNTALAN, JENNIE C.
TEIXEIRA, DAVID G.
GENOVANA, ANTONIO G.
SANTOS, WALTER M.
TUDELA, ALBERT I.
SALAS, PAUL R.

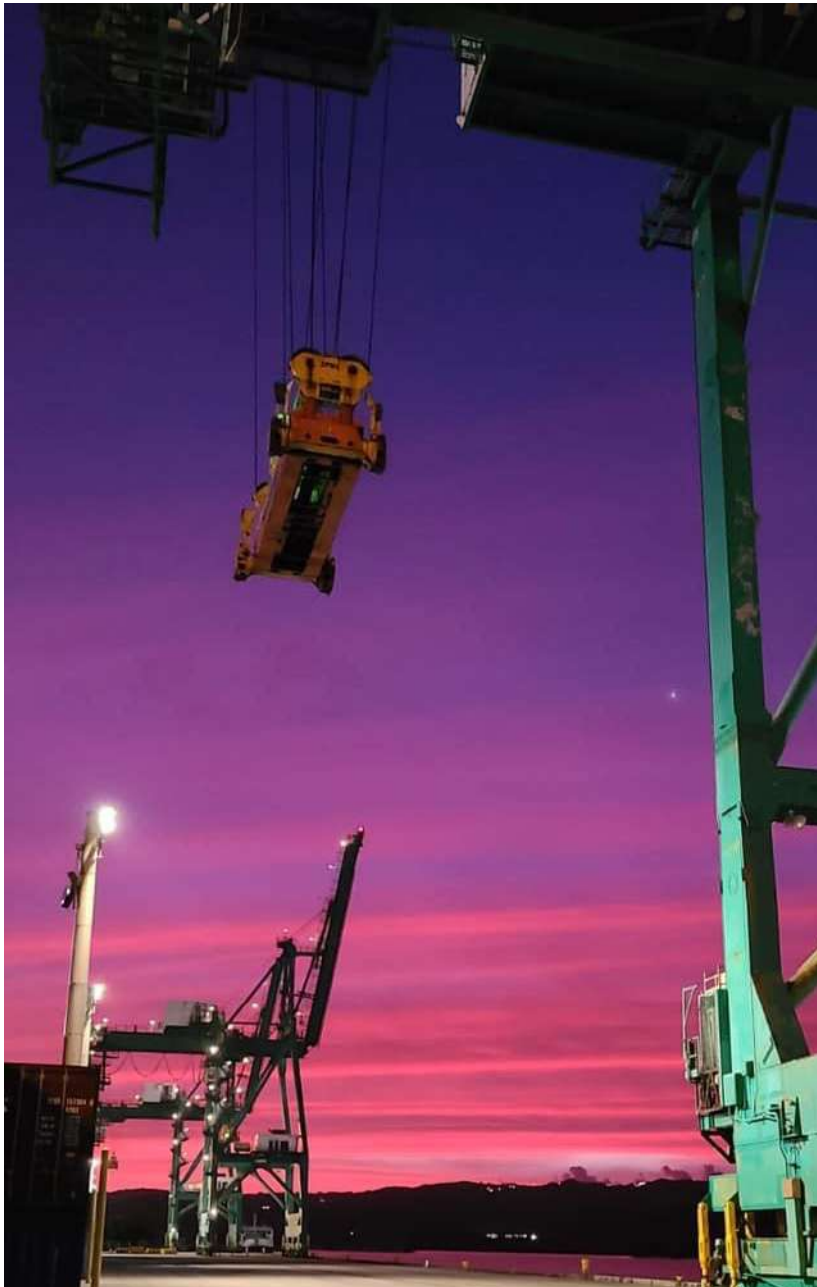
MENDIOLA, JESSE J.S.
BORDALLO III, ALFREDO T.
CONCEPCION, II, WOODROW
LAITAN, RONALD E.
FLORES, CHRISTOPHER
SABLAN, JR. RONNIE D.
NAPUTI, DAVID F.
QUINATA, CARL I.
RIVERA, MARK R.
TAITANO, TERESA M.
SAN NICOLAS, JR., JESUS P.

QUINTANILLA, JR., JOHN GP
KAWASAKI, KELLEN I. Y.
CRUZ, CHRISTINA R.
SANTOS, BRYAN A.L.
DAVIS, SEMJELFH REW D.
ARRIOLA, RYAN J.
TAITANO, CHRISTOPHER J.
CRUZ, JOAQUIN J.
UNTALAN, JUANITO S.N.
AQUININGOC, JUAN B.
AQUININGOC, FRANCISCO

Port Strong and Port Beautiful

Thank you to all the employees who are able to capture the magic of the beauty of our beloved Port on camera. Keep those photos coming!

Photo below courtesy of Melchor Perez



Love is in the air

