



# NEWSLETTER

## PORT AUTHORITY OF GUAM

JANUARY 2024

### Board of Directors

**Dorothy P. Harris**  
*Board Member*

**Conchita S.N. Taitano**  
*Board Member*

### Port Management

**Rory J. Respicio**  
*General Manager*

**Dominic G. Muna**  
*Deputy General Manager  
Operations*

**Pacifico R. Martir**  
*Deputy General Manager  
Administration and Finance*



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### Port Establishes Core Values



In alignment with our commitment to achieving port modernization and readiness plans for military goals and national security, the Port has established core values aligned with Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio’s framework. These values address the impacts of the upcoming military buildup on the Port and our island community:

1. Employee Empowerment and Well-being: Recognizing the role of a motivated, skilled workforce in management decisions.
2. Financial Stability and Accountability: Stressing trust-building with stakeholders and long-term sustainability through responsible financial practices.
3. Collaborative Partnerships: Valuing partnerships for operational efficiency and security.
4. Community Engagement and Customer Service: Emphasizing positive community relations and exceptional customer service to bolster our reputation and public support.

5. Sustainability and Environmental Responsibility: Adhering to local expectations regarding sustainability and environmental stewardship, crucial for our operations.

“These values define us and align with our Port modernization challenges, encouraging a comprehensive approach,” said Port General Manager Rory J. Respicio. “Let’s integrate these values wholeheartedly for excellence and a positive impact on our organization and community, locally and regionally. Reflect on these values and how they align with your perspectives. We should also plan for a retreat, on-site or off-site, to discuss these values, ensuring unity and alignment in our management team’s commitment.”

I, along with our remaining Board of Directors, Dot Harris and Conchita Taitano, and Deputy General Managers Dominic Muna and Pacifico Martir, hope that upholding these values, and any additional ones you propose, will enhance our dedication to remaining Port Strong.”



**PORT OF GUAM**  
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Lourdes A. Leon Guerrero  
Governor of Guam  
Joshua F. Tenorio  
Lieutenant Governor

January 24, 2024

**Inter-Office Memorandum**

To: PAG Management Team  
From: Rory J. Respicio, General Manager   
Subject: Fostering a Positive and Inclusive Environment

This memorandum aims to underscore the importance of inclusivity and understanding within our organization. We must remain considerate towards every member of our team, including those whose voices may not be in the majority. Our commitment is to ensure no perspective is overlooked, as every employee's view is integral to our success.

In any organization, there will always be individuals who express concerns or resistance to change. While we celebrate our achievements over the past five years and the dedication of the majority of our coworkers, it's equally vital to extend our reach to those who may have reservations for various reasons. We respect those reservations but must keep moving forward in the context of our organization's core values and strategic framework, ensuring that everyone is included and no one is left behind. However, if their differing viewpoints begin to obstruct our ability to carry out our duties and responsibilities effectively, at that juncture, we must continue to engage in constructive dialogue and seek resolutions that allow us to proceed with our duties and responsibilities while fostering a culture of mutual respect and understanding.

Our primary focus should continue to be the collective efforts of our team, recognizing that every opinion, including those of the smallest minority, is vital to our strong commitment of collaboration. By fostering an environment where every voice is heard, we strengthen our commitment to inclusivity and mutual respect.

We encourage each of you to cultivate an atmosphere that promotes open dialogue, constructive feedback, and teamwork. Let's collaborate to address concerns when necessary, as these discussions often lead to valuable insights and growth opportunities.

To everyone who may feel that an imbalance exists in addressing criticism, I extend my sincere apologies. Every team member's commitment and enthusiasm are valued equally, and I assure you that we are dedicated to achieving a balance that respects and addresses the views of all employees.

We deeply appreciate your unwavering dedication to our organization's success and your commitment to ensuring that every voice, including that of the vocal minority, is both heard and respected.

*Si Yu'os Ma'ase!*

Cc: Deputy General Manager, Operations & Maintenance  
Deputy General Manager, Admin/Finance  
Port Employees



The Port Authority of Guam conducted its fourth annual employee survey, revealing an increase in overall work experience among its staff. The anonymous survey, with an 84% participation rate (313 out of 372 employees), allowed for comprehensive input on various aspects of working at the Port.

The survey assessed the work environment, morale, and job satisfaction. Notably, 98% of the employees reported positive work experiences, marking a 1% increase from the previous year. However, there was a decrease in employee morale, dropping from 98% in 2022 to 91% in 2023.

Port General Manager Rory J. Respicio commented on the findings, “Although overall morale at the Port still hovers at 91%, this 7% dip in morale demands our attention and action. It’s essential to understand that such shifts in sentiment are part of the dynamic work environment and may arise from multiple factors. Our focus now is on identifying and addressing these factors to enhance employee morale.”

In response to the survey, Respicio immediately initiated employee focus groups led by division heads. These groups are responsible for collecting feedback and conducting regular pulse surveys to better understand employee sentiment, thus gaining deeper insight into their concerns and expectations.

Respicio added, “We introduced a new question in the survey for employees to rate their work-life balance, which is crucial for their well-being and job satisfaction. The positive response rate of 88% indicates that most employees are satisfied with their balance, aligning with the directives from Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, and our board to prioritize employee well-being, even more so during recovery periods.”

In light of the Port’s recovery efforts following Typhoon MAWAR, 93% of the employees felt their work environment was safe, and a similar percentage felt well-informed throughout the recovery process. Furthermore, 91% reported having the necessary resources to perform their jobs safely, and 90% felt that management was concerned about their safety and well-being during these efforts.

Respicio concluded, “While we have made positive strides in overall work experience, the decrease in morale reminds us that our success is deeply connected to our employee’s well-being and job satisfaction. Our commitment to addressing the factors affecting morale demonstrates our dedication to continuous improvement and fostering a workplace that not only excels in productivity, but also promotes a positive and supportive organizational culture suitable for all Port Strong employees!”

## Governor Nominates New Board Member

The Governor has nominated a new member to sit on the Port Authority of Guam Board of Directors.

Governor Lou Leon Guerrero nominated Fe Valencia-Ovalles on January 29, 2024. The nomination packet was transmitted to the Guam Legislature the same day.

Valencia-Ovalles has been the President/CEO of Guam Marianas Management Services Inc. (DBA: Guam Marianas Collection Agency and Guam Marianas Training Center) since 1995 and previously sat on the Board of Directors for the Guam Economic Development Authority. She previously worked as a special assistant under former Lt. Governor Mike Cruz and former Governor Joseph Ada and worked as a Liaison Officer at various Embassies and government agencies under the Office of the President of the Philippines and the National Intelligence Coordination Agency (NICA).

Valencia-Ovalles is active in numerous non-profit organizations including the Guamerica Lions Club, Guam Sunshine Lions Club and the Rotary Club of Northern Guam.

The Guam Legislature will hold a public hearing on her nomination to solicit testimony and then vote on whether to confirm her to our Board of Directors.



A DAY OF LOVE

HAPPY VALENTINE'S DAY

FEBRUARY 14





The Port Authority of Guam welcomed its first passenger vessel for the year with the arrival of the MSC Bellissima on January 3, 2024 carrying 5,700 passengers and crew members for a visit to our island. The cruise ship docked at 6:20 a.m. and stayed the whole day, departing after 9:00 p.m.

Visitors spent the day exploring the island, shopping, and enjoying Guam's dining establishments. "The influx of passengers onboard the vessel is a boost to Guam's tourism industry and highlights Guam as a premiere luxury cruise destination," said Port General Manager Rory J. Respicio. "Though the Bellissima's arrival marks the first cruise-liner to visit in 2024, we are tracking

potentially receiving an additional 11 cruise ships by year's end."

The massive, 1,033-foot-long ship was on a multi-day New Year cruise that started in Japan - 19 decks, four main dining rooms, 12 authentic dining venues, numerous bars and eateries, water park, Sportplex, bowling alley, numerous pools, duty free and specialty boutiques, to name a few of the ships amenities.

Other potential cruise ship visits to Guam in 2024 include the MS Zuiderdam and MV Artania in February; MS Asuka II and MS Queen Elizabeth in March; Carnival in April; Seabourn in May and September; Le Soleal and Carnival in October; and MS Asuka II in December.





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**Lourdes A. Leon Guerrero**  
Governor of Guam  
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Lieutenant Governor

### Shift Schedule Bill of Rights

#### PREAMBLE

The Shift Schedule Bill of Rights establishes clear and equitable guidelines for managing shift schedules, overtime, holiday pay, and related issues for personnel under the Union Agreement between the Port Authority of Guam and the Guam Federation of Teacher's Union. It aims to balance the Port's operational needs with employee rights and well-being. Emphasizing principles of fairness, transparency, and adherence to labor laws and policies, this Bill of Rights ensures consistent treatment of all affected personnel and uniform application of shift work rules.

This document upholds employee interests while ensuring the Port's operational efficiency and effectiveness, reflecting management's commitment to a respectful, lawful, and ethical workplace. The rights outlined align with the Collective Bargaining Agreement, the Port's Personnel Rules and Regulations, and pertinent legal decisions, i.e. the Supreme Court Decision on Overtime, aiming to foster a positive, productive work environment.

#### ARTICLES

**Article I. Stability and Compliance in Shift Scheduling.** Personnel shall not be reassigned during a shift worker's five-day work schedule, except under circumstances permitted by the Collective Bargaining Agreement, Port's Personnel Rules and Regulations, and the Supreme Court Decision on overtime. If an employee's schedule changes, they acknowledge that their five-day work schedule will be adjusted accordingly, in compliance with relevant policies and laws.

**Article II. Regulation of Overtime and Provided Exemptions; overtime work outside the regular five-day work period.** Employees who have completed their regular five-day shift schedule and earned overtime are ineligible for additional overtime outside their five-day work period, including for special service requests. Exceptions can only be authorized by the General Manager or his designee. Violations of this policy will lead to reimbursement of unauthorized overtime and disciplinary actions for those authorizing and certifying it, as per the Port's Personnel Rules and Regulations and the Rule of Law.

**Article III. Restrictions and Authorization of Non-Operational Overtime; specific type of overtime (non-operational) within the five-day work week.** Overtime earned within the five-day work week, unrelated to vessel operations, is strictly prohibited unless authorized by the General Manager or his designee. Violations will result in repayment of the overtime and disciplinary actions for those involved in its authorization and certification. *Note: An exemption to Article III applies in cases where an employee is entering his/her fifth scheduled workday, having already accumulated over 40 hours, and his/her fifth workday involves normal operations, such authorization for non-operational overtime, in this instance, shall not be required.*

Shift Schedule Bill of Rights

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**Article IV. Guarantee of Holiday Pay Regardless of Shift Schedule.** Employees are entitled to holiday pay, irrespective of the holiday's occurrence within their shift schedule.

**Article V. Procedures for Early Completion of Weekly Work Hours.** Employees completing 40 hours by the fourth day and wishing to take the fifth day off must adhere to existing pre-approval processes for absences. For purposes of Article V, the employee covered by this Article shall not be required to sign leave for their fifth day of approved absence, provided they meet their minimum 40 hours for their weekly payroll coverage. These arrangements are subject to individual review and approval according to administrative procedures.

**Article VI. Cancellation Pay (No Work Provided).** Whenever employees are assigned to work on vessels and the work assignments are canceled prior to the commencement of work, at the start of work or prior to completion, the employees shall be compensated in accordance with the Cancellation Pay as outlined in Policy Memorandum 79-08. The employee should be assigned to perform other Port work. If this is not feasible, the employee's Superintendent shall determine whether the employee should be released from duty with compensation also in accordance with Policy Memorandum 79-08. Employees must sign his/her timesheet at the Port Police Pedestrian Gate and indicate "No Work Provided" on his/her timesheet and shall not be considered towards the 40 hours of actual work to accrue overtime.

**Article VII. Guaranteed Shift Pay.** If a vessel operation work assignment finishes before a shift or half shift ends, the employee will be paid for the unused hours at a straight-time rate, provided no other Port work is available for the rest of the shift. The employee's Superintendent shall decide if the employee should be released from duty, in line with the Guaranteed Shift Pay policy, for the remaining shift duration. Employees released before the end of their shift must sign the timesheet at the Port Police Pedestrian Gate, indicating "Guaranteed Shift Pay." These hours will not count towards the 40-hour requirement for overtime accrual.

**Article VIII. Workweek Classification for Shifts Spanning Two Days.** Shifts that extend into two payroll weeks, like Saturday 7 PM to Sunday 4 AM, will not be split between these weeks. This approach ensures correct allocation of work hours within the employee's designated workweek, preventing any reduction in their regular 40-hour pay.

Dated: January 19, 2024

Signed:

  
Rory J. Respicio  
General Manager

  
Dominic G. Muna  
Deputy General Manager  
Operations & Maintenance

  
Glenn B. Nelson  
Operations & Acting  
Maintenance Manager

## GM Addresses Rotary Club of Northern Guam



Port General Manager Rory J. Respicio was honored to address the Rotary Club of Northern Guam as the first speaker in their 2024 luncheon series, coinciding with Rotary International's Vocational Service Month. The focus of the address was the strategic role of the Port Authority of Guam and its collaborative efforts in shaping a more connected and prosperous future.

Respicio emphasized the Port Authority of Guam as a cornerstone of the island's economy and a strategic hub for commerce and global connectivity. He highlighted the dynamic ecosystem of the Port where professional dedication meets strategic vision, driving growth and opportunities across the island and beyond.

"A key aspect of the Port Authority's success is the robust relationship with the Port Users Group, led by Joe Cruz from Cabras Marine," said Respicio. "This partnership, built on mutual respect and shared goals, has been central in navigating challenges and leveraging opportunities for innovation and sustainability in the supply chain industry."

Special acknowledgments were given to Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio for their visionary leadership and support in modernizing the island's infrastructure. Respicio also recognized the contributions of board members Dot Harris and Conchita Taitano, former board chair Frank Santos, former board member Judi Guthertz and former Deputy General



Manager Luis Baza.

Looking forward, Respicio reaffirmed the Port Authority of Guam's commitment to upholding its role as a strategic port, fostering economic growth, enhancing regional and global connectivity, and contributing to the community's well-being. Respicio adds that this vision aligns with the Governor and Lt. Governor's strategic framework in addressing the Guam Buildup.

The address concluded with a presentation on the Port's 2024 Look Ahead, outlining strategic initiatives and future plans.

In the dynamic realm of maritime activities, collaboration and understanding between regulatory bodies and port authorities are paramount. A recent exchange between Senator Telo Taitague and the U.S. Coast Guard sheds light on the intricate workings and collaborative spirit that fortify maritime operations at the Port Authority of Guam.

In response to Senator Taitague's communication, the U.S. Coast Guard expressed gratitude for the opportunity to address concerns and clarify their role during the events at the Port from October 14 through October 19, 2023. Emphasizing that their role is not to "grant permission" but to ensure compliance with federal guidelines, the U.S. Coast Guard outlined their responsibilities as outlined in the Code of Federal Regulations.

Two specific areas of concern were addressed with precision and transparency. Firstly, regarding alcohol consumption during the "Port Week" celebrations, the U.S. Coast Guard clarified that the regulatory framework under which they operate primarily pertains to vessel operations and marine casualties and that in this context no violations were reported for the event.

Secondly, access violations and security measures were addressed, referring to the relevant regulations under the Maritime Transportation Security Act (MTSA). The U.S. Coast Guard highlighted the crucial question of whether the Port facility operated within its approved Security Plan during the event and encouraged consultation with the Port's Facility Security Officer.

The collaborative spirit between the Port Authority and the U.S. Coast Guard was underscored by the attendance of members of the U.S. Coast Guard's command cadre at both the opening ceremony and the celebration finale. The mutual appreciation was symbolized by an appreciation plaque presented to the U.S. Coast Guard by the Port Authority, echoing similar gestures to other key partners, including the Governor's Office.

In response to this detailed clarification, Port General Manager Rory J. Respicio on behalf of the Port Authority of Guam expressed gratitude for the U.S. Coast Guard's commitment to safety



and regulatory compliance.

"I am glad the U.S. Coast Guard took the time to address Senator Taitague's concerns," said Respicio. "We will continue to collaborate and build strong partnerships to include those with all Port Users as well as the community we serve."

Acknowledging the importance of maintaining a constructive relationship, Respicio extended an invitation for the U.S. Coast Guard and their team to join the Port Week celebrations, scheduled for October this year.

The invitation not only serves as a gesture of goodwill but also as an acknowledgment of the U.S. Coast Guard's integral role in ensuring the safety and security of the maritime infrastructure. The Port Week celebrations will not only highlight progress and accomplishments but also provide a platform for the community to witness the impactful work undertaken at the Jose D. Leon Guerrero Commercial Port.

As the maritime community eagerly anticipates the upcoming Port Week, the collaborative relationship between the Port Authority and the U.S. Coast Guard stands as a testament to the shared dedication to honor, respect, and devotion to duty, ensuring a secure and prosperous maritime future for Guam.



On January 19, 2024, Port General Manager Rory J. Respicio wrote a letter to Director Ike Peredo of the Customs and Quarantine Agency commending the Customs team for their vigilance for refusing entry to 25 containers filled with construction debris originating from Kwajalein, Republic of the Marshall Islands (RMI).

The 25 containers arrived at the Jose D. Leon Guerrero Commercial Port on December 27, 2023 and will remain securely stored within a designated area within the Port's container yard until re-exported.

In consultation with the regulatory agency's guidance, the Guam Environmental Protection Agency (Guam EPA) and Guam law, Customs

refused entry based on "best public interest" after Guam EPA cited section 51102 subsection (c).

Respicio wrote, "We would like to express our gratitude to the Guam Environmental Protection Agency for providing guidance in this situation. This action not only underscores our mutual commitment to safeguarding our island from contraband but also highlights the strong synergy among all our agencies."

Respicio adds, "Together, we continue to serve as Guam's first line of defense, protecting our island's points of entry and effectively preventing any attempts to introduce prohibited materials, drugs, and nefarious activities from entering our island."

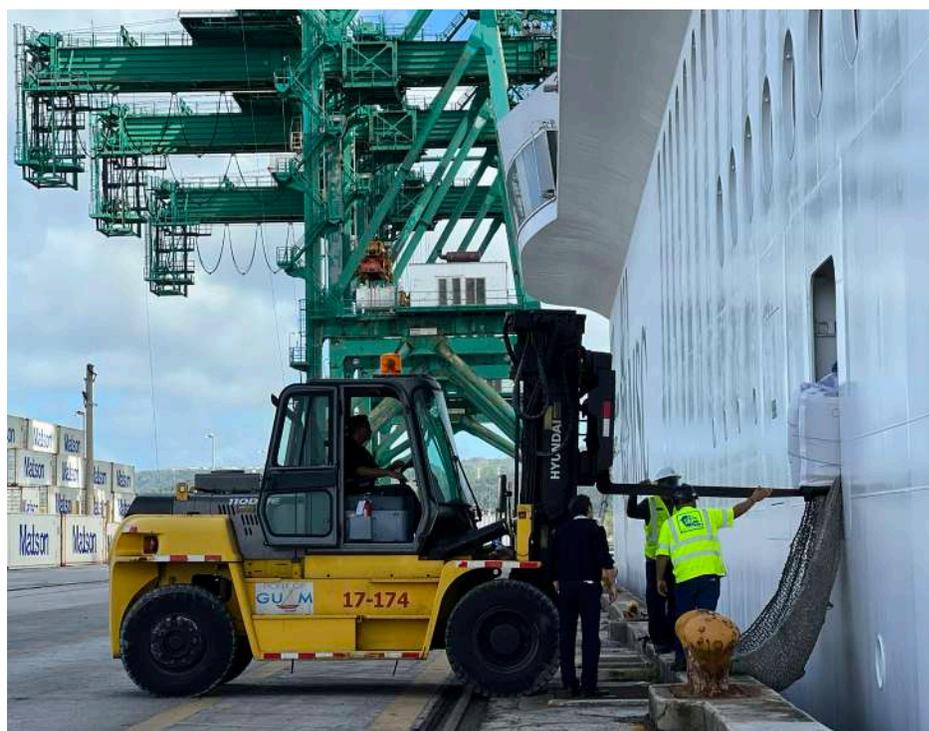


## January Photo Highlights



The Port Authority of Guam's Training team collaborated with the U.S. Coast Guard to offer the ICS 300/400 courses which provides an in-depth focus on the NIMS Incident Command System and includes the tools, practices and procedures to effectively manage emergency incidents or planned local events.

The training was provided to Navy Security and Joint Region Marianas Firefighters.



## January Photo Highlights Continued

Shout out to the employees from Operations Division for clearing out overgrown shrubs along the seawall in Route 11. Thank you for your hard work!



## February Birthdays

Happy *Birthday* to you!

RONNIE D. SABLAN, JR.  
TRISTAN J. FLORES  
JOAQUIN T. MANGLONA  
TERESA M. TAITANO  
MARK R. RIVERA  
DENNIS J. PEREZ  
WOODROW A. CONCEPCION, II  
CARL I. QUINATA  
KELLEN I. Y. KAWASAKI  
JUANITO S.N. UNTALAN  
PACIFICO R. MARTIR  
CHRISTINA R. CRUZ  
SIRENA MARIE O. CEPEDA  
CHRISTOPHER J. TAITANO  
JOAQUIN J. CRUZ  
CHRISTOPHER FLORES  
JENNIE C. UNTALAN  
EUGENE F.S. BLAS

RONALD E. LAITAN  
JOSE M. CRUZ  
JENNIFER R.S. BARCINAS  
BRYAN A.L. SANTOS  
PAUL R. SALAS  
DAVID F. NAPUTI  
DAVID G. TEIXEIRA  
WALTER M. SANTOS  
JESSE J.S. MENDIOLA  
JOHN G.P. QUINTANILLA, JR.  
ANTONIO G. GENOVANA  
DORIS G. BLAS  
JESUS P. SAN NICOLAS, JR.  
SEMJELFH REW D. DAVIS  
ALBERT I. TUDELA  
JESSE JON MESSER  
RYAN J. ARRIOLA  
JUAN B. AQUINGOC  
FRANCISCO B. AQUINGOC