

PORT AUTHORITY OF GUAM

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NEWS RELEASE

Port GM Assures Oversight Chair of Transparency

Piti, Guam, January 29, 2021: The Port Authority of Guam General Manager Rory J. Respicio reassured Oversight Chair Telena Nelson that the agency was transparent during the process of the performance evaluations voted on yesterday by the Board of Directors.

During yesterday's meeting, the Port Authority of Guam's (PAG) Board of Directors voted unanimously to give General Manager Rory J. Respicio and Deputy General Managers Luis Baza Dominic Muna, an Exceptional Performance Evaluation. At Respicio's request, these Performance Evaluations did not include any increment and that the matter be discussed in an open session. Senator Telena Cruz Nelson mentioned in a radio interview this morning that she had some concerns about the ratings and the transparency regarding these Performance Evaluations. As such, the General Manager wrote to Nelson this morning to allay any concerns she may have with the Port's commitment to transparency.

"Unlike in the past, my Performance Evaluation was conducted in a full and open discussion by the Board at my request and not done in Executive Session," Respicio said. "Following the board meeting, we immediately sent out a news release announcing the results and attaching the actual performance evaluation to everyone. We also published the evaluation with the rating criteria (Performance and Development Evaluation Form) on two locations on our website."

Respicio added that the hearing was broadcast live on the Port's Facebook page and website. The agency's efforts to make this as transparent as possible did not go unnoticed as Board Member Dorothy P. Harris said she was pleased to see how transparent the agency was with this process.

"We take transparency very seriously at the Port Authority of Guam, and we work very hard to be as transparent as possible," the General Manager said. "Our work to be transparent won us national and local recognition, and we are very proud of our work."

Respicio informed Senator Nelson that these are the steps the agency took to ensure the highest level of transparency could be reached.

- The board meeting in which discussions were made on Performance Evaluations was broadcast live on Facebook at www.facebook.com/portauthorityofguam;

- The board meeting in which discussions were made on our Performance Evaluations was broadcast live on our Port Authority of Guam website at www.portofguam.com/live;
- Unlike in the past, the entire discussion was conducted in full and open discussion by the Board and not done in closed Executive Session;
- Immediately following the hearing, the agency publicly released results and the actual evaluation via press release to the media and more than 100 others on our email distribution list;
- Immediately following the hearing, PAG sent a copy to every employee via email;
- Immediately following the hearing, PAG sent a copy to every employee via our Whats App Chat Group;
- Immediately following the hearing, PAG publicly released the press release with the performance evaluation on the PAG website at www.portofguam.com/news/news-releases;
- Immediately following the hearing, the results of the performance evaluations were published on the PAG Facebook page located at www.facebook.com/portauthorityofguam;
- Immediately following the hearing, the results of the performance evaluations were published on the PAG Instagram page located at www.instagram.com/portofguam/;
- Immediately following the hearing, the results of the performance evaluations were published on the PAG Twitter page located at twitter.com/GuamPort;
- Shortly after the hearing PAG published a copy the evaluation with the rating criteria (Performance and Development Evaluation Form) on the PAG website at www.portofguam.com/performance-reviews;
- For anyone not able to view the live hearing and discussions in open session they can still watch it in the archived meeting which can be found on Facebook at www.facebook.com/portauthorityofguam; and
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“The entire process for our performance evaluations was broadcast live on social media two platforms, telecasting this PAG held in an open public session,” Respicio said. “This is in stark contrast to immediate past practices where such matters were discussed in executive session if even discussed at all. Please also note that our performance evaluations and attachments thereof were immediately publicly announced following this board hearing. Moreover, these results were published on all of our social media platforms; emailed to all the media and all employees; sent to all employees via Whats App; and published at two different locations on our website. If you feel there is another way for us to make this process more transparent, we certainly welcome your input, wrote Respicio”

A copy of the letter to Senator Telen Cruz Nelson is attached.