



The Port Report

July 2011

DGM Says She Found No Nepotism

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Deputy General Manager Anisia Terlaje announced to the media this month that she concluded her nepotism investigation and did not find any instances of nepotism at the Port Authority of Guam.

Her findings were reported in the July 17, 2011 edition of the Pacific Daily News.

The article stated:

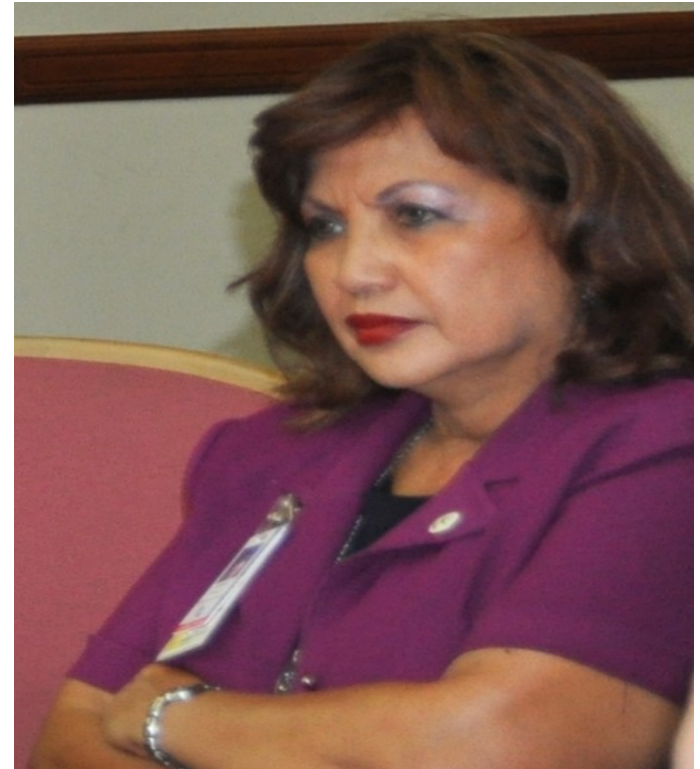
"Port review: No nepotism: Report says 73 related employees don't violate rules

Written by Oyaol Ngirairikl Pacific Sunday News

Seventy-three of the Port Authority of Guam's 350 employees have "first-degree" relationships with one or more people at the Port, but not one of those familial ties violates the port's policy against nepotism, according to a June 21 report.

The report contains the findings of a committee of Port officials who reviewed allegations of nepotism at the agency.

Though some Port employees are first-degree



relatives, their hiring isn't considered nepotism because they don't live under one roof, according to the report. Spouses and people within the first degree of relationship, such as brother-sister or parent-child, may not be employed with the Port in a direct supervisor-subordinate relationship in the classified or unclassified service, according to the agency's policy.

"After having reviewed the list of names provided (anonymously to the

media), it was concluded that although it was determined 73 employees are within the first-degree, applying Section A eliminated all from the nepotism category except for two individuals," the report states. "However, in applying Section C, 'Same household' requirement, these two individuals do not live in the same household; therefore, the nepotism rule is not violated."

The committee met June 15 and 17 to determine

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Nepotism Findings continued.....

whether any Port employee violated Port policies against nepotism.

Port Deputy General Manager Anisia Terlaje; Deputy General Manager Felix Pangelinan, who also is harbor master; and Simeon Delos Santos, engineer manager; served on the committee to investigate alleged nepotism. Terlaje led the investigation.

The investigation started in May, after a list of names of employees surfaced. The list noted familial relationships between about 82 people -- all employees of the Port.

Terlaje yesterday noted her concern that even though the investigation noted no violations of Port policy, she doesn't want to see favoritism or the appearance of favoritism.

She noted that having 73 out of 350, or about 20 percent of Port employees, being related -- to one or several employees -- poses a high ratio of first-degree relations.

"That's going to be very difficult to manage," she said. "There's always the option of transferring people, but at this point, there are no such plans."

The deputy general manager added that board members requested additional information related to the investigation, which she is now putting together. She expects to present that information to board members at the July 28 board meeting.

Terlaje had stated at the start of the investigation that complaints related to nepotism were brought to her attention. Those complaints included fear of retaliation, concerns of unfair treatment for people who weren't related to those in mid- and upper-level management, and unfair hiring practices, according to Pacific Sunday News files.

The Pacific Sunday News called the Port Authority asking to speak to General Manager Pedro Leon Guerrero Jr. Two messages left for him weren't returned.

END OF ARTICLE. The Pacific Daily News article can be found at this website:

<http://www.guampdn.com/apps/pbcs.dll/article?AID=2011107170327>

Board Suspends Port Travel

The Board of Directors at their July 25 meeting suspended Port travel after a request by Deputy General Manager Anisia Terlaje was met with heavy public criticism.

According to the Pacific Daily News July 26 Edition "The priority, according to the board, is getting ready for a massive modernization project which is to be implemented in the near future.

The travel restriction follows a Port official's intention to ask for Port funds to attend a high school reunion in Las Vegas. The request was printed on the Board's

meeting agenda along with other travel authorization requests.

Deputy General Manager Anisia Terlaje, a member of the lieutenant governor's Beautification Task Force, was planning to ask for Port money to attend the Guam High Schools Reunion, according to a statement released Wednesday by General Manager Pedro Leon Guerrero in response to questions about the board's meeting agenda. Proceeds from the reunion will go to the Beautification Task Force. The reunion is scheduled for Sept. 5 at the Gold Coast Hotel and Casino in Las Vegas, and costs \$75

a person, according to the Guam High Schools Reunion website.

"Given the limited facts I know about it, it doesn't seem Port-related," said Dan Tydingco, chairman of the Port Authority of Guam board of directors.

Tydingco said he was displeased with the "modification and manipulation of the agenda that was approved by the board for discussion."

"I was going to withdraw those requests anyway," Terlaje said.

Babauta Meets with Port Board and Management

Assistant Secretary for Insular Affairs spent two days in July visiting with Port officials on major on-going projects at the island's only commercial sea port.

On July 20th Babauta met with Board members and Port staff and management to discuss the port modernization project and the status of federal funds for our agency. Discussion also centered around our efforts to adjust our Modernization Program in line with the Department of Defense's announcement that the buildup will be delayed.

On July 22nd Babauta took a tour with Port



being done on our sheet pile replacement project which is being funded by Department of Interior funds.

Prior to being confirmed by the U.S. Senate, Babauta served as Interior Secretary Ken Salazar's senior advisor. Tony Babauta previously worked on the U.S. House of Representatives Natural Resources Committee, as its Staff Director for the Subcommittee on Insular Affairs, Oceans, and Wildlife. He advised the full committee on US policy towards U.S. territories and other U.S. affiliated island nations. Ba-

bauta was born and raised on Guam and is from the village of Agat.

Senators to Continue Port Hearing

The Legislative Committee on Utilities, Transportation, Public Works and Veterans Affairs has called for a continuation of the hearing on the Port for August 9th at the Guam Legislature.

The hearing continues from their June 24th meeting where the majority of the discussions focused on the Implementation Plan for the Port's Modernization Program and whether decisions were being made by the federal government and local officials based on what is in the best interests of the Port and the people of Guam.

"On September 2009, Public Law 30-57 was enacted, approving the Port's Modernization Plan," Oversight Chairman Senator Tom Ada wrote to Port Board Chairman Dan Tydingco when notifying him of the planned Information Briefing. "Much has transpired since the approval of the Master Plan; hence, the Committee desires a briefing to be informed about how situational changes have affected the Port's plans for modernization."

Discussions are expected to include the Port Modernization Plan and the situational changes and their implications including the Military Buildup Program Re-set.

Committee members also want to know what underlying assumptions and forecasts have changed significantly to warrant changes in the modernization program Strategy and what other factors have surfaced to further warrant the redesign of the modernization program strategy.

Senator Tom Ada has specifically asked to be briefed on the following items:

1. Implementation Plan
2. Status of Protocol Manual
3. PAG Borrowing
4. Crane Acquisition
5. Tristar Fuel Lines

The hearing will take place at 5pm on Tuesday August 9th at the Legislature's Public Hearing Room. The public is invited to attend.

Port Team attends APP Conference



A delegation of Port representatives attended the Association of Pacific Ports Annual Conference from July 17 to 20th in Long Beach, California.

The conference agenda included topics such as:

- FORECASTING TRADE AND GOODS MOVEMENT IN REGIONAL, NATIONAL, & GLOBAL ECONOMIES
- LATEST PACIFIC PORT NEWS AND DEVELOPMENTS
- PENSIONS & OTHER POST-EMPLOYMENT BENEFITS: DOLLARS, DISCOUNT RATES, AND DISCLOSURES
- PROTECTING MARITIME SECURITY
- STRENGTHENING UNDERWATER SURVEILLANCE
- CLEANER AIR AND HARBORS THROUGH "GREEN FLAG" SHIP PROGRAM
- EFFECTIVE STORMWATER TREATMENT FOR PORTS & HARBORS
- EFFECTIVE PORT LEADERSHIP SUCCESSION PLANNING
- BUILDING STRONG & TAKING CARE OF PORT INFRASTRUCTURE

The Port's team at the APP conference included Pedro A. Leon Guerrero Jr., Glenn Nelson, Margret D. Katsuren and Jojo Guevera.

PAG Enters Liberation Day Parade



After a hiatus of several years, the Port Authority of Guam once again designed, built and entered a float for this year's Annual Liberation Day Parade. This year's Liberation theme of "Our Man'amko..... Our Legacy....." was displayed in the Port Authority of Guam float as we honored the traditions and culture of the Chamorro people. The cornerstone of our culture is the tradition of honoring and respecting our Man'amko and showcasing our proud heritage.

The Man'amko we honored are considered the Great Generation of Guam. The Port Float's cultural display of the Guam of our past honors and highlights to everyone that we are the children and grandchildren of a great generation who – armed with only their love for their children and their faith in God – rose from the rubble of the greatest war ever fought and brought our island and our people to the heights of prosperity. Our Man'amko have taught us the true meaning of perseverance and the value of sacrifice and for that and so many other reasons....the Port Authority of Guam was humbled to present this float honoring our Man'amko our Great Generation.

