



**PORT OF GUAM**

ATURIDAT / PUETTON GUAHAN

**Jose D. Leon Guerrero Commercial Port**

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

**Joshua F. Tenorio**  
Lieutenant Governor

**REGULAR MEETING OF THE BOARD OF DIRECTORS**

Jose D. Leon Guerrero Commercial Port

Thursday, October 2, 2025, 3:00 p.m.

PAG Board Conference Room

Board Meeting

**A G E N D A**

**I. CALL TO ORDER**

**II. APPROVAL OF MINUTES**

1. August 28, 2025 – Regular Board Meeting

**III. PUBLIC COMMENTS:**

- a. Public Comments
- b. Employee Comments
- c. PAGGMA Association

**IV. GENERAL MANAGER'S REPORT**

**V. OLD BUSINESS**

**VI. NEW BUSINESS**

1. Discussion on Speaker Frank Blas, Jr.'s Letter dated August 26, 2025-Discussion on request for information on current statute and policies for employees.
2. Adoption of Board Resolution No. 2025-27 relative to recognizing Port Week and the Port's 50<sup>th</sup> Anniversary Celebration.
3. Adoption of Board Resolution Nos. 2025-28 thru 2025-37 relative to honoring Port Retirees.
4. Adoption of Board Resolution No. 2025-38 relative to affirming support for bond financing and financial commitments for use as matching grant requirements, with update on crane acquisition.
5. Clean Ports Conference Update.

**VII. ADJOURNMENT**





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**MINUTES OF THE  
REGULAR MEETING OF THE BOARD OF DIRECTORS  
Thursday, August 28, 2025**

**I. CALL TO ORDER**

The Chairperson called the regular meeting of the Board of Directors to order at 3:01 p.m., Thursday, August 28, 2025. Meeting took place at the PAG Board Conference Room. Present at the meeting were:

Dorothy P. Harris, Chairperson  
Conchita S.N. Taitano, Vice Chairperson  
Fe R. Valencia-Ovalles, Board Secretary  
Mark B. Mendiola, Board Member  
Rory J. Respicio, General Manager  
Dominic G. Muna, Deputy General Manager, Operations  
Pacifico R. Martir, Deputy General Manager, Admin/Finance  
Atty. James L. Canto, Port Staff Attorney

Also present was TA Enterprise-Thomas Hertslet, Senator Jesse Lujan Office-Marvin Crisostomo and Port Authority Staff.

**II. APPROVAL OF MINUTES**

1. **July 14, 2025 – Regular Board Meeting:** Director Valencia-Ovalles made motion to approve the minutes of July 14, 2025, subject to correction. The motion was seconded by the Vice Chairperson and was unanimously passed.

**III. PUBLIC COMMENTS**

a. **Public Comments:** For the record, Director Mendiola mentioned that the Port Board of Directors received a formal communication from Speaker Frank Blas, Jr. regarding proposed Bill No. 148-38 and understands that the Board members acknowledged receipt of the document. He expressed that the Board has a duty to respond. The General Manager raised a concern, pointing out that the Board receives communications from various sources, some of which may be anonymous. He acknowledged the awareness of Speaker Blas' letter, as shared by the Chairperson and confirmed that he provided a response to the Chairperson with Port Staff Attorney copied. He cautioned that the content of the letter may infringe on on-going litigation, and expressed concern about automatically placing all external communications on the Board's agenda. In doing so, the General Manager stated that it could inadvertently legitimize unvetted material that may have legal implications which is why Port Staff Attorney was asked to review Speaker Blas' letter. The General Manager advised Director Mendiola to err on the side of caution. Director Mendiola appreciates the concern but reiterated that the letter was formally addressed to the Port Board of Directors, and therefore warrants a response. The Vice Chairperson suggested that this matter be placed on the agenda for the next Board meeting, with a clearly defined item for discussion. There were no objections.



b. **Employee Comments:** None.

c. **PAGGMA Association:** PAGGMA Vice President Steven Muna mentioned that PAGGMA is in full support of the GovGuam Labor Day Picnic on Sunday August 31<sup>st</sup>, Ypao Beach Park. He welcomed the Board to attend. The Port's tent is located behind Guam Visitors Bureau. PAGGMA also provided support in the Port's fundraising efforts for the Port Week celebration of its 50<sup>th</sup> year anniversary in October 2025. He mentioned to save-the-date for PAGGMA's Christmas party celebration scheduled for December 6, 2025 at the Dusit Thani Hotel. Lastly, the PAGGMA association election of officers will take place in the coming months.

#### IV. GENERAL MANAGER'S REPORT

1. **Port Breaks Ground on Warehouse 1 Project.** The Port Authority held a groundbreaking ceremony on July 14, 2025 to officially launch the Warehouse 1 Building Maintenance Project, a major infrastructure initiative aimed at enhancing safety and modernizing one of the Port's most critical facilities. Originally constructed in 1967–1968, Warehouse 1 is a 54,000-square-foot structure vital to daily operations and home to numerous Port employees and tenants. The \$4.8 million project, funded by the Port Authority and awarded to BME & Sons, Inc., will include comprehensive structural repairs to address concrete cracks and spalling, mitigation of salt and water intrusion, and the application of a protective silicone roof coating. In addition, the project features the complete replacement of outdated electrical and fire protection systems, ensuring a safe and reliable work environment for years to come.

Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio both addressed attendees, underscoring the importance of investing in critical infrastructure and creating a safe, modern environment for all Port personnel. The event also included the swearing-in ceremony of two Port Authority board members: returning board member Conchita S.N. Taitano and newly-appointed member Mark B.C. Mendiola. Their leadership and expertise will help guide the Port's ongoing modernization efforts. Additionally, Reverend Father Danilo T. Ferrandiz conducted a special blessing of the Port's newly arrived yard equipment, which includes five new forklifts acquired through a U.S. Department of Transportation grant, as well as tractors, top loaders, side loaders, and other essential equipment to enhance the Port's operational efficiency.

This project underscores our commitment to investing in the safety and resilience of the Port's infrastructure. By revitalizing Warehouse 1 and modernizing our equipment fleet, we are strengthening the foundation for future growth and reinforcing our role as Guam's critical gateway for commerce. All of this progress is possible thanks to the continued hard work and dedication of our Port employees every day, and with the steadfast support of Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, and our Board of Directors. The Warehouse 1 Building Maintenance Project is expected to be completed by December 8, 2026.

2. **UOG TRIO Upward Bound Students Make Courtesy Visit to Port.** The Port Authority opened its doors to 33 enthusiastic students from the University of Guam's Upward Bound, Talent Search, and Student Support Services (TRIO) Program on July 17, 2025, for a day of learning and exploration. The visit, designed to provide real-world insights into the logistics and operations of Guam's only commercial seaport, featured an informative presentation by the Planning Division followed by a tour led by the Operations Division. During the presentation, students gained a comprehensive understanding of the Port Authority's mission and its critical role in Guam's economy. The Planning

Division highlighted the agency's ambitious future plans for modernization and its strategic importance in the Indo-Pacific region, sparking interest in the dynamic career opportunities within the maritime and logistics fields. The highlight of the day was the guided tour of the Port's facilities. Students witnessed firsthand the bustling operations of cargo being efficiently discharged and loaded onto the Papa Mau vessel in the terminal yard. The tour also included an overview of various port properties, giving students a tangible sense of the scale and complexity of port operations.

The visiting students are participants in the TRIO Upward Bound Program, a summer initiative for qualified 9th through 12th-grade students who are motivated to pursue a college education. The program, which is 100% federally funded, provides a supportive environment where students can take high school academic courses, receive college and career preparation, and participate in enriching field trips, college tours, and social activities. As part of their commitment, students also earn a stipend for their active participation. This educational outreach is part of the Port Authority's ongoing commitment to inspiring Guam's youth and fostering the next generation of professionals. By connecting classroom learning with real-world applications, the Port aims to encourage students to consider careers in fields vital to the island's future growth and connectivity.

3. **Port Authority & Department of Labor Claim Top Honors in 2025 Liberation Day Parade.** The Port Authority, in partnership with Department of Labor, proudly captured First Place in the Government of Guam category at the 81st Liberation Day Parade Float competition held on July 21, 2025. This prestigious win celebrates the vibrant spirit of "Fanohge CHamoru," or "Stand Ye Guamanians," which was skillfully brought to life through the creativity, teamwork, and dedication of our incredible Port Strong family.

From the initial concept to the final construction, the float was a powerful tribute to the resilience of the CHamoru people and the enduring power of unity. Built using authentic local materials including bamboo, lumot (moss), coconut leaves, and various local foliage and flowers, the design authentically reflected our island heritage. Riders on the float represented this unity in diversity, dressed in a striking combination of military uniforms, native cultural attire, and present-day wear, symbolizing Guam's journey through history to the present. Thank you to everyone who contributed to the success of this year's Liberation Day festivities, from the float construction to the onsite preparations at the Hagatna Marina. This award belongs to the entire team whose hard work and spirit truly embodied the 'Fanohge CHamoru' theme. This victory is a testament to the Port Authority's commitment to honoring our island's culture and history while fostering a strong sense of community and teamwork among our employees and partners. Congratulations to the entire Port Strong family and our friends at the Department of Labor on this outstanding accomplishment!

4. **Port Employees Alert Customs to Potential Biosecurity Threat.** The Port Authority's vigilance and rapid response protocols were instrumental in triggering a coordinated biosecurity effort following the discovery of potentially dangerous spiders aboard a vessel at the Port of Guam on July 15. This incident underscores the Port's commitment to protecting Guam's borders. Thanks to our employees' swift action and our established protocols, we continue to play a vital role in safeguarding our island's biosecurity. Officers with the Guam Customs and Quarantine Agency's (CQA) Biosecurity Task Force (BSTF) responded to the alert from Port personnel and initiated a physical inspection of the flat rack the spiders were discovered on, as well as the shipping vessel carrying it. As a result, officers confirmed the presence of two kinds of live spiders – one species that appeared brown in color, and another that appeared to be a venomous black widow spider. The officers collected specimens of the spiders, which were referred to Guam State Entomologist Christopher

Rosario with the Guam Department of Agriculture (DOAG) and University of Guam Extension Entomologist and Assistant Professor of Entomology Alfred Daniel Johnson, Ph.D. Rosario confirmed one specimen to indeed be a black widow spider, while the other specimen was forwarded to Johnson, who determined it to be an Argiope or Neoscona juvenile spider of the Araneidae family. "While the spiders were found on open flat racks, unlike fully enclosed shipping containers, flat racks give less protection against invasive species, which can contaminate other containers incoming and transshipping through Guam," said Rosario. With concurrence from Rosario, BSTF officers successfully treated the areas where the spiders were found. The vessel was cleared with no further action required.

5. **Port Responds Quickly to Tsunami Advisory.** The Port Authority of Guam swiftly responded to a tsunami advisory issued on July 30, 2025 following an 8.7-magnitude earthquake off the coast of Russia. The advisory, issued by the Offices of Homeland Security and Civil Defense, prompted immediate action across the island and the Port was no exception. In coordination with the U.S. Coast Guard, which placed Guam in Port Condition Zulu at 2:00 p.m., the Port suspended all operations from 1:00 p.m. to 5:00 p.m. This included halting gatehouse access and all terminal yard activities. The suspension was a precautionary measure to protect employees, tenants, and critical infrastructure. Ahead of the advisory's potential impact, Port personnel implemented emergency protocols. All three gantry cranes were secured, and Port Police were dispatched to notify marina users and tenants in vulnerable locations, including the Agana Boat Basin, Agat Marina, Harbor of Refuge, and Family Beach. Employees were advised to evacuate and move to higher ground as part of the Port's safety procedures.

Our team acted quickly, efficiently, and with the safety of our employees and the public as the top priority. This advisory tested our readiness and coordination with federal and local partners, and I'm proud of how our Port Strong family responded. The advisory was lifted later that evening. Hawai'i experienced waves up to 5.7 feet, while Guam recorded a tsunami wave of just 0.4 feet and Saipan saw 0.7 feet, according to the Pacific Tsunami Warning Center. No damage was reported to any of the Port facilities. Governor Lou Leon Guerrero, USCG Captain Worst (Captain of the Port), and the Port Authority's Board of Directors were all promptly notified of the Port's actions and readiness measures. While Guam was spared from damage, the drill served as a critical reminder that preparedness is essential in a region vulnerable to seismic activity. The Port remains committed to protecting its people and maintaining secure operations, no matter what challenges arise.

6. **Port Joins Flag Raising Ceremony Commemorating 75th Anniversary of the Organic Act.** The Port Authority proudly joined the Office of the Governor in commemorating the 75th Anniversary of the signing of the Organic Act of Guam during a flag-raising ceremony held at the Adelup Lawn and Courtyard on August 1, 2025. The Organic Act of Guam, signed into law by President Harry S. Truman on August 1, 1950, established Guam as an unincorporated territory of the United States and granted U.S. citizenship to the people of Guam. This landmark legislation also laid the foundation for the island's self-governance, establishing the Government of Guam and the framework for the island's democratic institutions. The Organic Act not only defines our political identity but also represents the resilience and determination of our people. As we celebrate the Port's 50th anniversary, we are reminded of how far we have come and how essential our role is in shaping Guam's economic growth and future. It is an honor to stand alongside our Governor and Lt. Governor and island dignitaries to reflect on 75 years of progress under the Organic Act. The Port's leadership attended the ceremony to honor this historic milestone and to reaffirm the Port's commitment to serving the people of Guam with the same spirit of resilience and progress that the Organic Act embodies.

In his remarks, Acting Governor Josh Tenorio stated, "It did not fix everything. It did not give us the measures of civil rights and equality as we had hoped. To be clear, it's not a constitution written by us, for us, nor does it grant us full representation in the nation we help defend." "But we mark this day because it was a beginning. It cracked open the door to self-governance— and we stepped through. Generation after generation has pushed that door open wider." He added, "Now, 75 years later, it is our turn. Our responsibility. Our duty. We must move the work forward— stand taller, reach farther, and believe more boldly in what Guam can be. Not just for us, but for our children, and their children after them. We are both the inheritors of this foundation and the architects of what comes next." The ceremony included a roll call of the government agencies established as a result of the Organic Act—an acknowledgment of the progress made possible through civil governance and a tribute to the people who built it.

7. **Port's Wellness Program Continues.** The Port Authority continues its commitment to employee wellness through monthly division-led activities. In July, the Planning Division hosted a Seawall Walk on July 2 to promote physical activity. On July 10, an informative session on hypertension and healthy nutrition was held in collaboration with DPHSS's Mr. Al Silverio. Rounding out the month, Procurement and Supply partnered with Vitamin World Guam on July 23 to present on nutritional supplementation.
8. **Final Farewell: Chief Benjamin Q. Bucao.** With heavy hearts, the Port Authority bid a final farewell to our beloved brother, Benjamin Q. Bucao, former Port Police Chief. On Wednesday, July 9, 2025, Port family, colleagues, and friends gathered in front of the Port Administration Building to honor his life, legacy, and service. Port Police personnel stood in solemn salute, a powerful gesture of respect and gratitude from one protector to another. His memory and impact will forever remain anchored in the hearts of those he served and protected. Rest in peace, Chief Bucao. May your legacy continue to guide and inspire those who follow in your footsteps.
9. **Port Police Officers Participate in Federal Traffic Enforcement Program.** The Port's Police Division recently participated in the traffic enforcement program operation "Adahi Hao," a federal grant initiative administered by the Office of Highway Safety under the Department of Public Works. The operation took place from July 13 through August 7, 2025. During this period, Port Police officers dedicated a total of 626 hours outside of their normal assignments to strengthen roadway safety and enforcement. The program was overseen by POII Alex Tithingrad, who was responsible for monitoring officer assignments and hours. A total of 15 officers took part in the program. Their efforts resulted in 592 citations issued, 15 license plates confiscated, and one fraudulent plate confiscated that led to an arrest. Additionally, one individual was arrested for operating a vehicle while under the influence of alcohol. We applaud the officers, as their participation in the program reflects continued dedication and commitment to keeping the island's roadways safe.
10. **One Port, One Fight: Strong Together – Rory J. Respicio and Charlie Hermosa.** We started on opposite sides. One of us runs the Port. The other raised hard questions about port fees. We talked through the cost of doing business, the complexity of Port operations, and the balance between public responsibility and private impact. It turns out we agree on more than we expected.

***Rory's Perspective:***

*Our focus since day one has been on maximizing all charges per the tariff, and we have been making good on this commitment. Fee enforcement is not new. Some recent discoveries, as I have disclosed, were long-overdue corrections that were validated, uncontested, and discussed with industry partners*

*before implementation. We operate with financial discipline and fairness to all port users, confirmed by audits, improved finances, stronger bond ratings, and continued trust from our industry partners, local and federal.*

***Charlie's Perspective:***

*As a former port user and operator, I have seen both sides. Customers need to understand what they are being charged and why. That was my goal in raising these questions. I have always known Rory to have an open-door policy and his willingness to address these issues strategically will go a long way. The Port has developed a mission-driven approach and willingness to solve problems in real time. Those qualities continue to make a huge difference.*

One thing that stood out in our conversation was how the Port kept cargo moving during the pandemic. While other ports on the mainland faced serious backlogs, Guam avoided those outcomes. That level of coordination and foresight made a real difference for everyone in the supply chain, from carriers and customers to residents and businesses across the region. This will serve as the framework for future operations and why the Port of Guam serves as a strategic gateway when it comes to the transshipment of goods, both raw materials and finished products. Some of the anxiety around recent fee enforcement stems from the sense that these are just higher costs without a clear path to hiring more workers. That naturally raises questions about whether vessel service standards will hold. The truth is, the Port has set a new standard, and no one wants to see that progress slip and this is why this open dialogue is very important. The Port is moving in the right direction, and this conversation is part of that shift. What we see now is a Port that has been course correcting, closing gaps, and communicating more clearly with stakeholders. The effort to engage is real. What matters is that the process stays fair and responsive.

***Rory's Perspective:***

*The Port works because of its people and its partnerships, including our workforce, management team, Board of Directors, the Governor, Lieutenant Governor, Legislature, Guam's Congressman, our local and federal partners, and the military. We stay focused on our customers while remaining accountable to those who rely on the Port for the movement of goods, mission readiness, and economic stability. We are proud of the men and women who have kept cargo flowing across five decades through typhoons, a pandemic, and everyday challenges, too. Every correction we have made was backed by data and due diligence. We are committed to getting it right even when critics and naysayers are quick to say otherwise. This Port is about resilience, sustainability, and strengthening Guam's role in regional security and national interest. That is something I will continue to follow, including through the upcoming PUC process. The Port's mission is twofold. First, to serve the people and economy of Guam through reliable, cost-effective operations. Second, to support national security by remaining one of sixteen strategic American ports for joint military readiness in the Pacific. These two goals are not separate. They are connected. And both require a Port that is stable, disciplined, and ready.*

***Charlie's Perspective:***

*The Port of Guam serves as a strategic port and is the lifeline of our island's economy. As the master plan continues to unfold, we need to ensure that the port's demand matches its capabilities. We need to ensure that we continue to drive efficiencies so that the Port also plays an integral part in lowering the price of goods. This has to be a collaborative effort across the board to include the support from the Department of Transportation primarily from the Maritime Administration. President Trump has been very clear on restoring America's Maritime Dominance.*



***Joint Closing:***

*We may come from different sides of the wharf, but we agree on this: Guam's Port has aging infrastructure and gantry cranes in need of immediate replacement. In addition, it must be allowed to operate like a business. Strong leadership and efficient management, rolled together with engaged industry partners and a dedicated workforce from across the public and private sectors, are what keep things moving and how trust and confidence are earned. Standing on facts, working through differences, and staying focused on real solutions makes progress matter more than posturing and keeps us mission ready, all day, every day.*

11. **Port Hosts U.S. Army SDDC Leadership for Office Call and Tour.** The Port Authority welcomed senior leadership from the U.S. Army's Surface Deployment and Distribution Command (SDDC) on July 28, 2025 for an official office call and port tour, reinforcing the Port's vital role in national defense and regional logistics. The visiting delegation included Aviana Gutierrez, Deputy to the Commander of the 599th Transportation Brigade (Hawaii), along with Thomas James Marbury, Deputy to the Operations Officer, and Clayton Maciorowski, IT Specialist. Also joining were Major James J. Rojek, Executive Officer of the 835th Transportation Battalion (Okinawa), and Guam-based SDDC personnel. During the office call, SDDC was provided with a comprehensive briefing on the Port's operational progress and recent accomplishments—highlighting the Port's fiscal turnaround, infrastructure upgrades, and initiatives to modernize its equipment fleet. A key focus of the discussion included the Port's efforts to secure federal funding for the acquisition of new gantry cranes to meet increasing cargo demand and enhance resiliency. Following the meeting, the delegation toured the Port to view firsthand the Port's facilities, operations, and strategic capabilities that support both civilian commerce and military readiness across the Indo-Pacific region. This visit reflects the strong partnership between the Port and the U.S. military, and underscores our shared commitment to regional stability, economic growth, and national security. The Port remains the Western Pacific's premier deep-water facility and Guam's critical lifeline for commerce and defense.
12. **Port Management Team Briefs New Board Member.** The Port Authority's management team welcomed newly appointed Board Member Mark Mendiola with a formal briefing at the agency's Board Room on August 21, 2025. The session provided Director Mendiola with an overview of the Port's mission, vision, and top priorities, including major modernization efforts under the Capital Improvement Program. He was informed of the Port's vital role as Guam's only commercial seaport and a strategic hub for the region, handling 90 percent of the island's containerized and breakbulk commodities while supporting both civilian and military needs, highlighting how the Port's operational resilience, demonstrated during Typhoon Mawar and the COVID-19 pandemic, reflects the agency's theme of being "Port Strong." Then, division heads delivered comprehensive briefings on their respective areas of responsibility. Each outlined the functions and services critical to maintaining the efficiency, security, and sustainability of the Port's operations. Director Mendiola's engagement was welcomed, noting that strong leadership at the Board level is essential to guiding the Port through its next phase of growth and modernization. Director Mendiola joins us at a time of great momentum for the Port. His experience and commitment will help strengthen our efforts to modernize the seaport, ensure operational resilience, and continue delivering the services that fuel our island's economy and support national security.
13. **Port Dive Team Conducts Post-Earthquake Underwater Inspections.** The Port Authority's Dive Team has completed a series of underwater inspections following the string of earthquakes that struck the island in August. On August 22, the Dive Team conducted inspections of the Port's sheet pile walls to assess potential impacts to critical infrastructure. Earlier in the week, the team also inspected



Wharf F3 on August 18 and Hotel Wharf on August 19. As of these inspections, no new damage has been discovered as a result of the recent seismic activity. These post-earthquake inspections are a routine but vital part of the Port's safety and resiliency protocols. Our Dive Team and support staff ensure that we have accurate, real-time assessments of our facilities so that operations remain safe and uninterrupted. The inspection efforts were a collaborative operation involving the Port's Harbor Master Office, Port Police, and the Capital Improvement Program (CIP) and Engineering Divisions. The Port Authority remains committed to proactive safety measures to safeguard the island's only commercial seaport, ensuring that critical cargo and supplies continue to move smoothly to the people of Guam and the region.

- 14. Port Employees Help Jose Rios Middle School Prepare for Opening.** The Port Authority's Facility Maintenance Division once again lent a helping hand to the island's education community, completing important repairs and beautification work at Jose Rios Middle School ahead of the start of the 2024–2025 school year. From July 28 through August 1, and again on August 4 and 6, a team of five Port employees worked on a variety of projects to ensure the campus was ready to welcome students back. Their work included:

- Completing the floor tiling of the gym storeroom, a project started but left unfinished by the Department of Education.
- Painting the exterior of the gymnasium.
- Cutting and collecting grass throughout the school grounds.

We appreciate the team's continued commitment to the community. Our Facility Maintenance Division continues to embody the Port Strong spirit, using their skills and hard work to benefit our island's students. Their efforts at Jose Rios Middle School are an investment in a safe, clean, and welcoming learning environment. This is not the first time the Port has stepped in to assist Jose Rios Middle School. Last year, the crew completed a variety of repairs and maintenance projects at the school, reinforcing the Port's strong partnership with the island's educational institutions.

- 15. Philippine Consulate Officials Pay Courtesy Visit.** Port Authority Deputy General Manager for Operations Dominic G. Muna welcomed officials from the Consulate General of the Republic of the Philippines during a courtesy visit held at the Port on Thursday, August 7. The delegation was led by Consul General Rosario Lemque, joined by Vice Consul Daniella Bianca Villamin-Oriondo and Consular Assistant Mary Joyce Masculino. Discussions during the visit centered on the Port's operations, the critical role of Guam's only commercial seaport in sustaining island life, and shared interests in strengthening relationships with the Philippine community on Guam. Deputy General Manager Muna expressed appreciation for the visit, noting the strong ties between the Port and the Filipino community, including Port Strong employees of Filipino heritage. We are honored to host the Consul General and her team and look forward to continued collaboration and friendship.
- 16. Honoring Labor Day and Guam's Workforce.** Every year, the first Monday in September is set aside to honor the contributions of workers across the nation. Labor Day has been a federal holiday in the United States since 1894, created to celebrate the economic and social achievements of American workers. What began as a tribute to labor unions and the strength of the working class has grown into a day that recognizes the hard work and dedication of all employees who keep our communities thriving. Here on Guam, Labor Day carries a special meaning. As an island community that relies heavily on the skills and service of its workforce, every job matters in sustaining daily life. Nowhere is that more evident than at the Port Authority of Guam, where our employees keep the island's only

commercial seaport operating around the clock. From crane operators, mechanics, and stevedores to our engineers, police, and administrative staff, each member of the Port Strong family plays a role in ensuring that 90 percent of Guam's goods flow smoothly through our docks. The Port's workforce also supports regional and national priorities. Nearly one-third of all cargo moving across our facilities is tied to military operations in the Indo-Pacific. By working tirelessly, Port employees not only sustain our civilian economy but also contribute to Guam's strategic role in regional security. As we mark Labor Day 2025, the Port Authority of Guam proudly salutes the grit, resilience, and dedication of our employees and all workers throughout the island. Their service is the foundation of Guam's growth, prosperity, and future.

**17. General Manager's Notes for YTD Finances.** We are providing the following summary for July 31, 2025:

**REVENUES AND CARGO THROUGHPUT:**

- The Port's total operating revenue as of July 31, 2025 (10 months), is \$47.9 million, which is 7.8% or \$4.1M lower than the YTD revenue budget of \$51.9 million as of July 2025.
- The total number of containers handled as of July (10 months) is 69,458, which is lower by 3.2% or 2,274 containers compared to last year's YTD total of 71,732 containers. The decrease in the number of containers can be attributed to the local containers handled by - 6.8% or 3,932 containers, but it was offset by the increase in stuff transshipment and empty transshipment totaling to a positive 1,658. The total tonnage for non-containerized cargo stands is 151K revenue tons, an 14.9% decrease from last year's July total of 178K revenue tons.

**OPERATING EXPENSES:**

- The total operating expenses as of July 31, 2025 is \$49.4 million, which is 3.4%, or \$1.6M higher than the July YTD FY25 budget of \$47.8 million. Some of the expenses that are high in the ten months of the fiscal year are General Insurance, Depreciation, Utilities, Agency & Management fees, Insurance Benefits and Repairs and Maintenance.

**OVERTIME EXPENSE AND DIRECT LABOR REVENUE:**

- Overtime for all the divisions as of July is \$1.56M, which is 19.4%, or \$254K higher than the FY25 overtime budget of \$1.3M. The OT variance decreased from 21% in June to 19.4% in July OT numbers.
- The total Direct Labor revenue as of July is \$3.5 million, 3% or \$106K higher than the FY25 projection of \$3.4 million.

**YTD OPERATING REVENUES MINUS YTD EXPENSES:**

- Operating results (Operating revenues minus operating expenses) for July showed an improved operating loss of \$1.5 million, a 6% decrease from the \$1.6 million loss recorded in June. After accounting for net Other Income/Expenses of \$2.3 million, year-to-date results shifted to a positive net income of \$761,000, a notable turnaround from the \$342,000 net loss reported in June. This improvement was supported by \$2.8 million in federal reimbursements booked year-to-date, which continue to strengthen the Port's overall financial position.

**YTD DEBT SERVICE COVERAGE RATIO (DSCR) STATUS:**

- Based on the July numbers, the DSCR calculation is at 1.5, which is over the 1.25 ratio requirement in the 2018 bond indenture agreement.

**18. Civil Service Commission Adverse Action Case No. 25-AA02T.**

**Background**

An adverse action appeal was filed under Civil Service Commission (CSC) Case No. 25-AA02T challenging management's decision regarding disciplinary action. The matter was scheduled for a merits hearing over four days: August 21, September 9, September 11, and September 23, with proceedings expected to begin at 9:00 a.m. and conclude around 12:00 to 1:00 p.m. each day.

**Commission Findings**

On the first scheduled hearing date, August 21, 2025, the employee did not appear. The Civil Service Commission dismissed the case for failure to prosecute. This dismissal concluded the matter without the need to proceed with the remaining hearing dates.

**Port's Position**

The Port Authority of Guam acknowledges the CSC's dismissal as final. While the merits of the case were not heard, management maintains that the adverse action was taken lawfully and in accordance with the Personnel Rules and Regulations.

**Conclusion**

This dismissal closes the case without further proceedings. Management remains committed to handling all disciplinary matters fairly, with due process, and consistent with Guam law and the merit system.

**19. Civil Service Commission Post Audit – In-House Attorney Positions.**

**Background**

On August 26, 2025, the Civil Service Commission unanimously dismissed the post-audit complaint filed regarding the Port's two in-house attorney positions. The Commission affirmed that the corrective action taken on June 23, 2025, to reclassify the attorney positions into the classified service was lawful, consistent with Guam law and the *Haeuser* precedent, and must be retroactive to the original dates of hire.

**Commission Deliberations**

During deliberations, Commissioners made the following key points:

- **Chairperson Juan K. Calvo** emphasized that this was an investigative post-audit under 4 GCA § 4403(d). He commended Management for "responding to everything as required by law," and stressed that the correction satisfied statutory and constitutional mandates, with retroactivity required. He described the case as "landmark," tied to the *Haeuser* precedent and the Organic Act's mandate for a merit system, noting that positions may only be unclassified if impracticability is properly determined.
- **Vice Chair Anthony P. Benavente** expressed concern for protecting employees "through no fault of their own," praised Management's thorough response, and concluded the corrective action was the right solution: "I believe we're done." He also noted that the attorneys had already served more than two years, performed satisfactorily, and received increments — evidence that Management was confident in their work and that the correction was justified.

- **Commissioner Cathy O. Catling** observed that the matter should have been resolved internally years earlier, saying conflicts ought to be “figured out and resolved at the lowest level” before escalation. Despite this, she commended Management for taking the proper corrective steps and emphasized that the affected employees were unfairly placed in this predicament through no fault of their own.
- **Commissioner Francisco T. Guerrero** agreed that the issue should have been addressed at the time of appointment rather than two years later, and stressed that the delay unnecessarily prolonged the resolution of a problem that could have been corrected early on.

#### **Findings**

The Commission also acknowledged that the complainants were not aggrieved employees. It concluded that nullification would have unlawfully harmed the employees by stripping them of merit system protections.

#### **Conclusion**

This outcome affirms Management’s proactive corrective measures, compliance with Guam law, and commitment to safeguarding Port operations while upholding merit system principles.

### **20. Civil Service Commission Post Audit Case No. 25-PA02 – Personnel Specialist IV Recruitment**

#### **Background**

On April 23, 2025, a post audit complaint was filed challenging the recruitment and selection process for the Personnel Specialist IV position (Job Announcement No. 04-25). The Civil Service Commission (CSC) staff conducted an investigation, and in its report dated August 1, 2025, confirmed that:

- Fourteen applicants applied for the position.
- Nine applicants were certified as qualified.
- Five applicants were interviewed by the panel.
- Ratings were completed in accordance with Personnel Rules and Regulations (PRR).
- The selected applicant rightfully ranked in the top five.
- The appointing authority acted within lawful discretion.

The CSC staff concluded that the recruitment complied with the merit system and recommended procedural improvements for future recruitments.

#### **Port’s Position**

The Port affirms and accepts the staff’s findings that the recruitment complied with PRR and the merit system. Management has also accepted and begun implementing the procedural recommendations provided by CSC staff to further strengthen recruitment processes.

#### **Pending Motion before the CSC in response to its August 1, 2025 inviting Management for its response.**

On August 13, 2025, Management filed a motion to correct the record in response to the CSC staff’s August 1, 2025, report, which had invited Management’s response. The motion seeks to address investigative omissions that created an incomplete narrative.

The motion cites evidence which alleged advocacy for specific candidates in the recruitment process. This evidence was provided in the interest of transparency but was omitted from the staff's report.

Management's motion reiterates that the recruitment was lawful, consistent with the merit system, and affirms the Port's continued commitment to ensuring that all hiring processes remain transparent, fair, and compliant with the Personnel Rules and Regulations.

21. **Infection Prevention During Servicing Operations.** On August 25, 2025, I issued Policy Memorandum No. 2025-GM04, establishing clear procedures to reduce the spread of infectious diseases during servicing, repair, and maintenance at the Port Authority of Guam.

The policy applies to all Port employees, contractors, and vendors engaged in servicing equipment, vessels, facilities, IT systems, or infrastructure. It recognizes that repeated COVID-19 infections increase risks of severe health issues, including long COVID, and sets standards for prevention.

Key requirements include:

- **Personal Protective Equipment (PPE):** Minimum of face masks and gloves for all servicing activities, with additional PPE in high-risk areas.
- **Hygiene and Cleaning:** Disinfection of tools, radios, vehicles, keyboards, and workstations before and after use.
- **Worksite Practices:** Distancing when feasible, limiting personnel in confined spaces, and restricting access to active service zones until disinfection is complete.
- **Authority to Suspend Work:** Responding personnel may deny or suspend assistance if end users are not in compliance; work resumes only once safeguards are met.
- **Training:** All Port employees, contractors, and end users will receive infection-prevention training and annual refreshers.
- **Documentation and Reporting:** Division supervisors must maintain servicing logs, with incidents reported to the Safety Office and reviewed by Management.
- **Return to Work:** Employees recovering from illness must be cleared through HR and Public Health guidance.

This policy underscores the Port's commitment to protecting employees, contractors, and customers while maintaining uninterrupted operations.

22. **Black Construction Lease Offset Agreements.** Management is actively reviewing Black Construction's lease offset agreements in coordination with Legal and CIP/Engineering. The following documents are under review and preparation:

1. Draft Lease Payment Offset Agreement.
2. Lease Offset Verification Certificate.
3. Schedule of Values, Estimate for Voucher, and Invoice for the Casting Yard — based on pricing reviewed and deemed fair and reasonable by PAG Engineering.
4. Schedule of Values, Estimate for Voucher, and Invoice for Hotel Wharf — also based on pricing reviewed and deemed fair and reasonable by PAG Engineering.

The Board previously authorized \$1 million in dollar-for-dollar lease offsets under Board Resolution No. 2025-23. Management anticipates additional offset authorizations will be required and plans to

bring this forward for Board consideration at the September Board of Directors meeting, subject to the Chair's approval for inclusion on the agenda.

**Current Pricing Under Review**

- AG Quarry CAU Casting Yard: \$6,039,351.00
- PAG Hotel Wharf: \$831,888.00

**Additional Projects Under Pricing Review**

- Family Beach Bathroom
- Solar lighting and paving from Hotel Wharf up to Family Beach
- Solar lighting for Marinas

**23. Status Update – Gantry Crane Acquisition.**

**Development of Specifications**

Work on crane specifications began in 2019 with the Port's engineering consultants and end users. These early efforts defined technical requirements aligned with operational realities and long-term modernization needs, ensuring the Port would be ready when funding and regulatory conditions allowed procurement to move forward.

**Initial Grant Applications (2019, 2022, 2023, 2024)**

The Port's initial attempt to purchase a Ship-To-Shore (STS) Gantry Crane was in 2019 through the Economic Development Administration (EDA); which was not funded. Subsequently, the Port also submitted a USDOT MEGA grant program request in Program Year 2022, which was declined due to noncompliance with Buy America requirements. A third application in Program Year 2023 submitted to the USDOT INFRA grant program was also unsuccessful because MARAD did not approve the Port's request for a Build America, Buy America Act (BABAA) waiver. In 2024, the Port once again submitted an application to OLDCC's DCIP program, which was also denied due to no BABAA waivers were issued by the OLDCC.

**Board Authorization & Funding Reallocation**

In April 2024, the Board of Directors unanimously approved the procurement of up to three new ship-to-shore (STS) gantry cranes via Resolution No. 2024-01, *Relative to Authorizing the Port Authority of Guam General Manager to Temporarily Pause H-Wharf Construction, Procure Additional Gantry Cranes, and Establish Comprehensive Strategic Measures for Port Operational Enhancement and Financial Reallocation.*

**Procurement Planning**

A multi-phase bidding process, in coordination with Legal, was approved under Resolution No. 2024-16 in October 2024 and is now being finalized to ensure compliant and strategic procurement.

**Buy America Waiver Granted**

In early 2025, MARAD granted a Build America, Buy America (BABA) waiver for STS gantry cranes in Pacific territories. This waiver removed a long-standing barrier, since STS cranes cannot be domestically manufactured, and directly enabled Guam to advance procurement.

### **2025 PIDP Application**

The Port submitted another grant proposal to MARAD's Port Infrastructure Development Program (PIDP) in April 2025 for the acquisition of three new STS gantry cranes.

### **Ongoing Federal and Local Advocacy**

In parallel with the PIDP application, a Congressional earmark effort led by Congressman James Moylan is underway. Additionally, the Governor and Lieutenant Governor have advanced the Port's readiness needs through the Department of Defense's Economic Adjustment Committee (EAC) process to align with military buildup mitigation efforts.

## **24. Status of Ongoing Awarded Grant Activities and Updates on Planned Grant Acquisitions.**

- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** PAG staff met with Project Officer to discuss options to expend remaining grant funds.

*Update:* PAG staff working with EDA Program Manager on potential funding opportunity under EDA's Supplemental Disaster Grant Program to supplement funding shortfall on the project. In addition, the Port is coordinating with F1 Pier Manager and fuel operators to define the scope for a grant scope modification request.

- **MARAD Marine Highway Program.**

1. PO 19890-OS - PAG received two refrigerated container (reefer) 40-plug gensets on April 19, 2025. – *Update:* Finance processed reimbursement request to MARAD on August 12, 2025, pending approval by MARAD.
2. PO 20412-OS – PAG received five (5) ea. 11,000-lbs. on June 23, 2025. – *Update:* Planning routed recommendation for payment memo.

*Update:* Planning is working with MARAD grant and Program Managers to reprogram excess funds from the FY 2022 AMH grant.

- **Office of Local Defense Community Cooperation.** The PAG's recent grant application totaling \$1.45 million for its Owner's Agent/Engineer to conduct a Port Resiliency and Sustainability Study was granted by OLDCC through the Office of the Governor. *Status Quo* – Pending close out notification from OLDCC.
- **EPA Diesel Emissions Reduction Act (DERA) Program.** Grant application status pending review by US EPA. PO 20063-OS - Two Tier 4 terminal yard tractor units were delivered to PAG on April 25, 2025. Planning and Maintenance Divisions will coordinate the decommissioning of tractor units previously identified for replacement. *Update:* Finance processed reimbursement request for the two tractor units received through FY22 grant 98T77501, pending approval by US EPA. Maintenance completed scrapping of the two units identified for replacement.
- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** The USDOT Office of the Secretary, through MARAD, approved the Port's no-cost modification, reallocating funds from F-1 to support repairs for Wharves F-2 through F-6.

*Update: Environmental Assessment* - As part of the ongoing Environmental Assessment, consultation letters have been prepared and shared with key federal regulatory partners.



- On July 11, PAG received Essential Fish Habitat (EFH) Conservation Recommendations from the National Marine Fisheries Service (NMFS). PAG formally concurred with the recommendations on August 8. NMFS acknowledged PAG's commitments and officially closed the EFH consultation.
- **Conservation Recommendation 1:** Relocate all branching corals within the direct impact area to selected sites to minimize loss of corals.
- **Conservation Recommendation 2:** Remove marine debris.
- **Monthly Progress Meeting -** Regular coordination continues through monthly meetings with MARAD Project Managers to maintain situational awareness across all RAISE grant-related activities. As part of this effort, the MARAD PM has updated the draft Grant Agreement to reflect the new Administration's grant requirements. The revised draft has been provided to PAG for review and comment. Final execution of the agreement is contingent upon completion of NEPA requirements.
- **Office of Insular Affairs Maintenance Assistance Program (MAP).**
  - **Port Welding Shop Phase 1 & 2 Project.** Work commenced on January 22, 2025. *Update:* Welding Shop outdoor spall repair has been completed. Indoor work is in progress. An amendment is being developed to account for the additional spalling that has been discovered over the course of the project.
  - **Generator Maintenance Program.** On January 23, 2025, the PAG received approval for its no-cost extension request to September 30, 2026. This will allow the Port to fully execute Year 3 of the technical service contract. *Status Quo* - Contractual work is ongoing. Facilities Maintenance Division along with Procurement division issued out the third contract year service.
- **U.S. EPA Clean Ports Program: Climate and Air Quality Planning Competition.** The U.S. EPA Clean Ports Program aims to reduce air pollution and greenhouse gas emissions at ports by supporting projects that adopt cleaner technologies and practices. December 19, 2024, PAG received the Notice of Award/Grant Agreement of \$2,410,415 to fund the PAG Net Zero Emissions Strategy Update and Implementation Plan project. *Update:* The Port is progressing the Net Zero Emissions Strategy Update and Implementation Plan project, initially focusing on the development of the Quality Assurance Project Plan and the decarbonization conference. The project's virtual kick-off meeting is scheduled for August 28, 2025.
- **Clean Vessel Act (CVA) Assessment Grant – Pumpout Services for Public Marinas and Harbor of Refuge.** *Status Quo* – PAG was designated as a subrecipient under a \$385,000 Clean Vessel Act (CVA) grant awarded to the Guam Department of Agriculture's Division of Aquatic and Wildlife Resources (DAWR). The grant supports a comprehensive assessment of pumpout service needs for recreational boats at the Agat Marina, Gregorio D. Perez Marina, and the Harbor of Refuge. The project will evaluate the most appropriate CVA service—shore-based or pumpout vessel—for the island's public marinas, considering varying waste volumes, boat access needs, and system infrastructure. *Update:* In June, during a meeting with the FWS Grant Manager and DOAg, the Port Authority was informed that it had been awarded the grant as subrecipient to conduct the assessment and determine feasibility across the marinas and Harbor of Refuge. DOAg also confirmed that a draft Memorandum of Understanding (MOU) is under development and is anticipated to be finalized in Q4 2025.

- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**

*Status Quo* – PAG awaits notification from Community First Guam Federal Credit Union, lead applicant. Projects selected are:

- Installation of a Solar Photovoltaic System and Batteries Project
- Microgrid Feasibility Study Project
- Route 11 Seawall Improvement Project

- **New Grant Opportunity - 2024 NOAA Marine Debris Program- BoatUS Foundation Abandoned and Derelict Vessel (ADV) Removal Grant Program.** The Port submitted its application on November 21, 2024, for the PAG Harbor Restoration and Resilience Initiative (PAGHRR) Project, which would remove thirteen (13) abandoned and/or sunken vessels from PAG properties. The proposed project total is \$859,720.00. *Status Quo* - The PAG has been working with Boat US Foundation to address and finalize all grant award documentation. Next steps are to finalize the scope and then move forward with the procurement process.
- **Sport Fish Restoration & Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp.** PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Harbor of Refuge under the Sport Fishing and Boating Safety Act. Both grants were provided by the U.S. Fish and Wildlife Service through the Guam Department of Agriculture. *Status Quo* – The draft MOU is currently under development by DOAg and is anticipated to be finalized in Q4 2025.
- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** PAG submitted its application, PAG Low-Carbon Transportation Materials Study, in November 2024. This proposal aims to identify and test locally sourced, low-carbon recycled waste materials to assess their suitability for use in eligible Federal-aid projects. Additionally, the study will help integrate these materials into future transportation plans or updates for Guam. The total project cost is \$7,216,910.00. *Status Quo* - FHWA still in the process of reviewing applications.
- **New Grant Opportunity – 2025 U.S. Department of Transportation Maritime Administration (MARAD) - U.S. Marine Highway Program (USMHP).** *Status Quo* – In an effort to continue PAG's success with MARAD's USMHP Project Designation titled "Guam Marine Transportation Enhancement Initiative" as well as a grant award of \$5.7M during the FY 2022 cycle, the PAG will be submitting a project proposal for the acquisition of specialized cargo handling equipment that will directly enhance the operational capacity and efficiency in support of the Marine Highway Route M-GNM1.
- **New Grant Opportunity – 2025 Department of Defense Office of Local Defense Community Cooperation (OLDCC) Defense Community Infrastructure Program (DCIP).** *Update:* The Strategic Planning division submitted the *F1 Pier Infrastructure Restoration – Structural and Safety Repairs Project* grant application on July 3, 2025. A total project cost of \$6,981,369.00 with a request of federal funding in the amount of \$4,886,958. *Update:* PAG was notified that this application passed the ranking stage and now have been formally invited to apply for the next stage.

**25. Port Revenue Bonds Project Status.** As of August 22, 2025, the attachment provides information on the status of the revenue bond projects, which include the rehabilitation of the hotel wharf, repairs and improvements to the golf pier, waterline replacement/relocation, upgrades to the EQMR building, repairs and upgrades to warehouse one, construction of a new admin annex building, and other priority projects.

Director Mendiola made motion to accept the General Manager's report to the Board, seconded by Director Valencia-Ovalles. The motion was unanimously approved.

## V. OLD BUSINESS

There were no items discussed under old business.

## VI. NEW BUSINESS

**1. Adoption of Fiscal Year 2026 Proposed Budget.** Without objections, Mr. Jose B. Guevara, Chief Financial Officer mentioned that one-on-one budget sessions were held with each division head back in July 2025. He then proceeded with the budget overview presentation as follows:

### Economic Context

- Supported by tourism recovery from Japan and Korea
- Ongoing U.S. military construction under NAVFAC contracts provides stable demand - \$5.3B active construction; \$5.4B planned awards (FY25-FY26) at major sites: Camp Blaz, Andersen AFB, Naval Base Guam. Specific focus on housing, munitions, utilities, waterfront, communications.
- Local construction and federal grants also add support, while inflation remains a challenge.

### Port's Performance

Container Cargo	FY2022	FY2023	FY2024	FY2025	FY2026
Local	67,984	68,073	68,576	64,879	67,474
Stuff Transshipment	13,292	11,811	12,089	13,342	13,875
Empty Transshipment	7,776	5,743	4,593	5,129	5,334

Non-Container/Breakbulk Cargos (Tonnage)	FY2022	FY2023	FY2024	FY2025	FY2026
Domestic Vessel	25,746	50,802	97,765	74,668	79,148
Foreign Vessel	115,721	163,980	113,295	107,198	113,630

### FY2026 Sources Budget

- \$57M Gross Operating Revenues; \$6.1M Crane Surcharge; \$2.0M Facility Maintenance (FMF); \$4.5 Federal Grants; \$1.3M Other Income

### FY2026 Uses Budget

- \$54.3 Operating Expenses; \$4.3M Crane Expenses; \$790K FMF Expenses; \$5.7M Debt Service; \$3.5M Capex

### FY2026 Revenue & Expense Overview

- Total Revenue: \$57.1M; Total Expenses: \$56.6M; Operating Income: \$.4M; Other Income/Expenses: \$4.2M; Net Income: \$4.6M

### Operating Expense Breakdown

- Regular Salaries: \$23.8M; Overtime: \$2.0M; Total Salaries & Benefits: \$36.9M; Other Divisional Expenses: \$3.2M; General Expense: \$16.5M; Total Expenses: \$50M

### FY26 Budget vs FY25 Anticipated Actuals EOY

Item	FY2026 Proposed (\$M)	FY2025 Anticipated Actuals EOY (\$M)	Variance
Total Revenues	57,076	48,292	8,784
Regular Salaries	23,751	24,380	-629
Overtime	2,031	2,068	-37
Other Divisional Expenses	3,182	2,443	739
General Expense	16,545	14,291	2,254
Total Expense	56,646	55,144	1,502
Operating Income/Loss	430	-6,852	7,281
Other Income/Expense	4,170	2,458	1,712
Net Income/Loss	4,600	-4,394	8,994

### Debt Service Coverage Ratio

Net Revenues Available for Debt Service	\$7,582,125
Plus: Other Available Monies:	\$3,856,500
Total	\$11,438,625
FY2026 Debt Service	\$5,752,840
FY2026 DSCR Projection	1.99
DSCR Indenture Requirement	1.25
Variance	.74
% Variance	59%

### 2018 Bond Construction Projects

- EQMR Building - \$4.3M – In progress
- Warehouse I Project - \$5.3M – In progress
- Waterline Replacement and Relocation - \$5.9M – In progress
- Enterprise One FMS - \$4.1M – In progress
- Terminal Operating System (TOS) – Ongoing
- Admin Building Repairs – Ongoing
- F2-F6 Service Life Extension (RAISE) – Ongoing
- Wharf F3 Typhoon Damage – Ongoing

### Federal Grants CIP Project

- Welding Shop Repairs/Upgrades - \$596K
- Generator Maintenance/Sustainment Program - \$331K
- Wharves Service Life Extension F2-F6 Hardening Project - \$22.4M
- Fendering System Hardening Project - \$805K
- Port Sustainability/Resiliency Plan - \$1.5M

Director Mendiola made motion to approved the Fiscal Year 2026 proposed budget as presented, seconded by Director Valencia-Ovalles. Discussion followed, and the Chairperson thanked Management for the one-on-one sessions with the Board held prior regarding the proposed FY2026 budget where questions were posed and addressed. She asked the Board whether there are additional concerns or clarifications they wish to discuss. Director Mendiola understands that with federal grants, a percentage of Port funds is committed for the project and would later get reimbursed. He asked what is the turnaround time of those reimbursement funds to the Port. The Chief Financial Officer replied that it usually takes about 2-3 days. Director Mendiola appreciates that there is a mechanism in place on the priority needs with manpower needs, equipment acquisition, and capital improvement projects. The Vice Chairperson suggested for Management to consider participating in job fairs and college internships. Director Mendiola asked about typhoon mawar reimbursement and whether it will help the bottom line. The Chief Financial Officer replied positively in that \$7M claim of the \$14M have been reimbursed. Director Mendiola mentioned that personnel in the acting capacity are not to exceed a 90-day period and wondered whether Management is looking to fill those positions. The General Manager explained that the Port's Personnel Rules and Regulations allows for acting appointments up to 90 days, and those appointments usually end at the 87<sup>th</sup>-89<sup>th</sup> day, then it is renewed. He also confirmed that those serving in an acting capacity receive appropriate compensation for their temporary roles. At this time, the motion on the floor was put to a vote and was unanimously approved.

2. **Request for \$5K Sponsorship for ATOSSCOM 50<sup>th</sup> Annual Conference, October 13-16, 2025, Koror, Palau.** The General Manager mentioned that the Port Authority of Guam serves as Secretary to the ATOSSCOM Association. The association will be holding its 50<sup>th</sup> Annual Conference on October 13-16, 2025 at Koror, Palau. This year's theme is "Honoring 50 Years of Progress – Navigating the Future: Advancing Seaport Operations Together". In preparation of the conference, the Port has been intimately involved in the discussions, planning and coordination. Request is being made to provide sponsorship support in the amount of \$5K for the conference. Director Valencia-Ovalles made motion to approve the sponsorship support for the 50<sup>th</sup> Atosscom Annual Conference in the amount of \$5K, seconded by Director Mendiola. The motion was unanimously approved.

## VII. ADJOURNMENT

There being no further business to discuss, it was moved by Director Valencia-Ovalles and seconded by Director Mendiola to adjourn the meeting at 4:45 p.m. The motion was unanimously passed.

  
\_\_\_\_\_  
Fe R. Valencia-Ovalles, Board Secretary  
Board of Directors

APPROVED BY:

  
\_\_\_\_\_  
Dorothy P. Harris, Chairperson  
Board of Directors



**PORT OF GUAM**

ATURIDAT I PUETTON GUAHAN

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Website: [www.portguam.com](http://www.portguam.com)**Lourdes A. Leon Guerrero**  
Governor of Guam**Joshua F. Tenorio**  
Lieutenant Governor

## General Manager's Report for Board of Directors October 2, 2025

- 1. Governor and Lt. Governor Visit Port for Glass Breakwater Project Tour.** Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio visited the Jose D. Leon Guerrero Commercial Port of Guam on August 29, 2025 for a site tour of the Glass Breakwater Project, a \$571 million multi-year initiative to restore one of Guam's most critical maritime infrastructure assets. Joining them were Port Authority of Guam General Manager Rory J. Respicio, the Port's Board of Directors, representatives from Black Construction, and Mayor Jesse Alig of Piti.

The Glass Breakwater, constructed in the 1940s by the Navy Seabees, serves as a vital barrier protecting Apra Harbor and the Port of Guam from strong waves and storm surges. The structure sustained significant damage during Typhoon Mawar in 2023, leading the U.S. Army Corps of Engineers to classify it as "failed." In response, Naval Facilities Engineering Systems Command (NAVFAC) Marianas began emergency repairs ahead of schedule in March 2025, marking a significant milestone in safeguarding both commercial and military maritime operations. This project is integral to ensuring the safe and efficient movement of goods that are vital to our island's economy. We commend NAVFAC Marianas for their swift action in initiating these repairs, which are crucial for maintaining the continuity of both commercial and military activities in the region.

To support this effort, Black Construction has leased several properties from the Port Authority of Guam, including Hotel Wharf, to carry out critical work tied to the Glass Breakwater repairs. Earlier this year, the Port's Board of Directors approved Resolution No. 2025-23, authorizing a lease credit arrangement to facilitate project-related expenses and ensure the timely advancement of this vital work. This partnership underscores the Port's role not only as Guam's commercial lifeline but also as a landlord supporting strategic infrastructure projects that benefit the entire island. The initial phase of the restoration includes relocating massive 10- to 15-ton armor stones to stabilize the most damaged sections of the breakwater. Advanced technologies, such as drone imagery and specialized software, have been employed to guide the repairs. Future phases will incorporate 42-ton interlocking concrete units designed to strengthen the breakwater's resilience against future wave action.



2. **General Manager's Statement on Employee Protections at the Port:** The following is a statement dated September 15, 2025 from Port General Manager Rory J. Respicio regarding legislative testimony on Bill 148-38:

I respect the legislative process and the right of individuals to testify before our elected leaders. At this morning's hearing on Bill 148-38, testimony was presented by a former employee who read the testimony of another employee. Both currently have serious personnel matters pending before the Civil Service Commission. These cases rightfully belong in that forum, where they will be resolved under the established merit system. They should not be litigated through a political process.

This morning's testimony focused on personal grievances that are already before the Civil Service Commission. That is the appropriate and independent venue to resolve such matters under Guam's merit system, and are all consistent with the rule of law. For the record, I am following the law that protects every classified employee of the Government of Guam. Guam law and the Port's Personnel Rules and Regulations already provide strong, enforceable safeguards, including:

- 4 GCA § 4503 – prohibits retaliation, coercion, intimidation, and conflicts of interest in personnel actions.
- 4 GCA § 4504 – guarantees the right of employees to file grievances.
- 4 GCA § 4403(c) – requires the Civil Service Commission to hear grievance appeals at Step 4, ensuring fair and independent review.
- Port PRR Rule 12.401 – protects employees' right to file grievances without restraint, interference, coercion, discrimination, or reprisal.
- Port PRR Rule 12.406 – affirms that an employee who has filed a grievance may not be terminated because of filing that grievance.

In March 2025, we also adopted the Port's Workplace Violence Policy, which strengthened accountability, set clear expectations for Division Heads and managers, and incorporated employee feedback to ensure stronger protections. These safeguards are longstanding, comprehensive, and apply equally to every Port employee.

The allegation of "unchecked power" or a "hostile climate" is not supported by fact. Oversight and accountability are normal functions of management under the Personnel Rules and Regulations and Guam law. Existing safeguards prohibit retaliation, coercion, and intimidation in personnel actions, and guarantee employees



the right to file grievances with access to Civil Service Commission review. These protections ensure that no unchecked power or hostility exists at the Port. What we have built is a climate of accountability, where expectations are clear and every employee is held to the same standards of professionalism and integrity.

We trust that the legislature will hold Bill 148-38 in abeyance and recognize that the protections being sought already exist under Guam law and the Port's Personnel Rules and Regulations. These frameworks are designed to protect employee rights while preserving accountability and fairness across government.

Since taking the helm in 2019, we have remained focused on the Port's mission of serving the people of Guam and supporting our island's economy and security. Working with our Board of Directors, management team, and workforce, we have:

- Strengthened the Port's financial position while meeting bond obligations, including catching and correcting revenue leakage that stemmed from one individual's misinterpretation of tariff provisions.
- Modernized critical infrastructure, including container yard transformation, new equipment acquisitions, and federal grant projects.
- Implemented hiring reforms and strengthened accountability to ensure fairness and transparency in personnel matters.
- Expanded partnerships with federal agencies to position the Port as a strategic national asset.

The record speaks for itself. Our Board members are community volunteers who provide oversight with professionalism and dedication. To suggest otherwise distracts from the substantial progress we have made in building a high-performing organization. I will not be deterred by personal attacks or misinformation. My commitment as General Manager is to transparency, accountability, and results that serve our island and nation.

3. **Port Authority of Guam Awarded \$4.8 Million Federal Grant to Restore Critical Fuel Pier.** On September 26, 2025, the Port Authority of Guam has been awarded a \$4.8 million federal grant under the Department of War's Defense Community Infrastructure Program (DCIP) to fund urgent structural and safety upgrades at F1 Pier, the island's sole operational fuel import terminal. The total cost of the Joint Region Marianas Pier Infrastructure Restoration Project is \$6.9 million, with the DCIP grant covering the majority of the funding.

This grant delivers immediate, critical fixes to the only remaining fuel pier at the Port. We acknowledge our Planning and CIP/Engineering team, along with Governor Lou Leon Guerrero, Lt. Governor Josh Tenorio, and Vera Topasna at the Governor's Local Buildup Office, who worked closely with Steve Chung and his team at OLDCC under Patrick O'Brien to make this possible, consistent with the One Guam approach.

The project is a direct response to the urgent need to secure Guam's energy infrastructure following Typhoon Mawar, which caused extensive damage to Golf Pier, leaving it inoperable. With Golf Pier out of service, F1 Pier now bears the entire burden of importing and offloading vital fuels that power Guam's civilian and military operations. Its current condition represents a single point of failure that threatens both the island's economy and national security. The F1 Pier project will execute near-term structural and safety upgrades to stabilize the pier, extend its operational life, and maintain critical functionality until long-term replacement funding and construction can be secured. F1 Pier serves as the primary offloading point for fuels including Jet Fuel, Marine Gas Oil (MGO), High Sulfur Fuel Oil (HSFO), Ultra-Low Sulfur Diesel (ULSD), and Liquefied Petroleum Gas (LPG). These fuels are essential for the operations of Andersen Air Force Base, Naval Base Guam, Marine Corps Base Camp Blaz, the Guam Power Authority, the Guam International Airport, and numerous commercial distributors. The proposed upgrades will eliminate immediate safety hazards, improve operational readiness, and ensure uninterrupted deliveries to both defense and civilian sectors for the next 5–10 years. This critical investment directly supports mission assurance, strategic mobility, and Guam's energy resilience.

The Department of War's investment underscores a simple fact: if the Port is not ready, the military will not be ready. These improvements are vital not only for readiness but also for sustaining our island and regional economies. This grant reinforces the Port's role in commerce, national security, and energy dominance by ensuring safe, reliable infrastructure that serves our island community and the region. We remain on message by presenting the facts.

Steve Chung, Pacific Readiness Senior Project Manager at the Department of Defense's Office of Local Defense Community Cooperation (OLDCC), commended the collaborative effort that made this award possible: "This project represents a vital investment in both Guam's civilian community and our nation's defense infrastructure," said Chung. "By addressing vulnerabilities at F1 Pier, we are ensuring

the uninterrupted flow of fuel necessary to support Indo-Pacific operations and strengthen supply chain resilience. The strong partnership with the Port Authority of Guam, the Governor's Office, and local stakeholders has been key to moving this critical project forward."

Guam plays a pivotal role as a forward-operating hub in the Indo-Pacific region. The island is home to multiple military installations and federal agencies, including the U.S. Coast Guard Sector Guam, the Guam National Guard, and a major Defense Logistics Agency (DLA) fuel storage facility operated by Tristar Terminals Guam, Inc. By ensuring F1 Pier remains stable and operational, the project protects Guam's civilian energy security while safeguarding U.S. military readiness. It also supports the regional economy by guaranteeing reliable fuel access for both government and commercial needs. The DCIP program provides federal grants for infrastructure projects that directly enhance military value and operational readiness. The F1 Pier project exemplifies this mission by addressing urgent vulnerabilities in a facility critical to Guam's future and the defense of the Indo-Pacific.

4. **Port Secures More Than \$1 Million in FEMA Funding.** On September 30, 2025, the Port Authority of Guam has been awarded \$1,116,368 under the Fiscal Year 2025 FEMA Port Security Grant Program to deliver near-term security upgrades at Guam's only commercial seaport. The award consists of \$987,276 in federal funding and a \$129,092 local match. The package prioritizes physical security. Funding will install a new security barrier system at Main Gate 1 to prevent unauthorized vehicle access to restricted terminal facilities. In the event of an intended breach, the barriers are designed to stop penetration of the restricted area and reduce the risk of injury to personnel and damage to property. The grant also provides a modular floating dock system with gangway and sinkers or anchors to enhance Port Police prevention, protection, response, and recovery missions for the Port and the Territory in collaboration with U.S. Coast Guard Sector Guam.

The award also strengthens the Port's cyber posture. It advances the Cyber Security Initiative and Roadmap through implementation of Active Directory, a core platform that improves user and resource security, centralizes management of network and user resources, and enables integration and scalability. In addition, the grant replaces the aging SonicWall 4600 firewall with a redundant SonicWall 5700 and provides a three-year subscription to 24/7/365 Intrusion Detection System monitoring by the Center for Internet Security. CIS, designated by the U.S. Department of Homeland

Security, supports state, local, tribal, and territorial entities with cyber threat prevention, protection, response, and recovery services. These upgrades fulfill the Facility Security Plan Cybersecurity Annex requirement in 33 CFR 105.275 and strengthen the Port's network and system defense capabilities.

This award brings more than one million dollars in targeted security improvements to our island's only commercial seaport. These investments strengthen the Port's perimeter and harden our cyber backbone to safeguard people, cargo, and critical missions. This progress reflects the leadership and guidance of Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio and the continued support of our Board of Directors. I thank FEMA, the U.S. Coast Guard, and our Port Strong employees for their partnership and dedication to readiness. Project activities will be implemented in phases and in accordance with federal and local procurement requirements to minimize operational impact while delivering these enhancements on schedule.

5. **Port GM Highlights Guam's Critical Role in Indo-Pacific Logistics during the Guam Defense Forum.** I had an opportunity to join the military, government, and industry leaders as a panelist at the 2025 Guam Defense Forum, held September 17–18 at the Dusit Thani Hotel. The forum, hosted by the Leon Guerrero-Tenorio Administration and the Community Defense Liaison Office, brought together key defense leaders, policymakers, and stakeholders to discuss regional security, civil-military collaboration, and Guam's vital role in the Indo-Pacific region.

The panel discussion I took part in was "Strengthening Guam's Defense Supply Chain and Logistics Ecosystem", alongside senior leaders from the Department of Defense, the shipping industry, and the Guam Airport Authority. The session examined Guam's role as a logistics hub for both military and civilian needs, emphasizing the importance of supply chain resilience, port modernization, secure sourcing of critical materials, and public-private partnerships. Guam's only commercial seaport is the entry point for more than 90 percent of the island's goods, making it a linchpin in both civilian and defense logistics. This forum provided an invaluable opportunity to collaborate with our partners to ensure Guam's port infrastructure remains strong, resilient, and ready to meet the challenges of today and tomorrow.

Governor Lou Leon Guerrero highlighted the importance of bringing civilian and military leaders together to shape Guam's future. "The Guam Defense Forum is about bringing our community together with defense and regional partners to ensure Guam's voice is heard in shaping the future of security in the Indo-Pacific," said Governor Leon Guerrero. "Guam is at the center of critical conversations, and we are committed to making sure those conversations reflect the priorities and values of our people." Lieutenant Governor Josh Tenorio echoed this sentiment during his opening remarks at the forum. "We are not just a staging ground or a strategic location. We are a living, breathing, and vibrant community forever tied to our land, our waters, and our way of life," said Lt. Governor Tenorio. "Our collective vision for Guam, our 'One Guam' approach, must recognize that what strengthens the defense mission must also strengthen the people who call Guam home."

Panelists included Mr. Joe Cruz, Past President of Cabras Marine; Mr. Patrick Bulaon, Vice President and General Manager of Matson, Inc.; CAPT Patrick Brown, Commander of Defense Logistics Agency Pacific; Mr. John Quinata, Executive Manager of the Guam Airport Authority; and Mr. Andrew Winternitz, Acting Deputy Assistant Secretary of Defense for Defense Continuity and Mission Assurance. By participating in the Guam Defense Forum, the Port Authority of Guam reaffirmed its commitment to supporting both Guam's civilian economy and the nation's defense strategy, ensuring the island remains a reliable partner and a resilient hub in the Indo-Pacific region.

6. **Port Testimony in Support of Bill to Strengthen Guam's Port Security.** I submitted testimony to the Guam Legislature in strong support of Bill No. 183-38 (COR), legislation introduced by Senator Shawn Gumataotao to give the Guam Customs and Quarantine Agency (CQA) additional time to finalize the design and secure funding for a long-planned Customs Satellite Inspection Facility located at the Port. The facility, first authorized under Public Law 34-112 in 2018, is a critical project to protect Guam's borders and strengthen the island's role as a secure transshipment hub serving the region. Under the proposed bill, CQA would have two additional years, until July 2026, to complete planning and move forward with construction. Our seaport is the entry point for nearly all cargo arriving on Guam and throughout Micronesia. This project will ensure that Customs has the infrastructure needed to inspect and secure cargo, intercept contraband, and safeguard our community before threats reach our shores. This facility is part of a broader vision for a modern, secure, and resilient Port that keeps Guam safe, competitive, and ready for the future.

The Port has been a committed partner from the beginning, working closely with Customs and the Leon Guerrero-Tenorio Administration to identify and secure the four-acre site for the facility inside Port property. The Port also incorporated the project into its Master Plan and leveraged a grant from the Office of Local Defense Community Cooperation (OLDCC) to fund initial planning and design. This project has the full backing of the Governor, Lt. Governor, the Port Board of Directors, and our federal partners. It reflects the united commitment of government and community leaders to safeguard Guam, protect commerce, and strengthen national and regional security. As Guam's only commercial seaport, the Port plays a vital role in ensuring the secure flow of goods throughout the region. By centralizing inspections and isolating potential threats, the new facility will enhance public safety, prevent dangerous drugs and contraband from entering Guam, and reinforce the readiness of the U.S. military and supply chains.

7. **Port Police Officers Certified as Trainers in Sobriety Testing Program.** Three Port Police Officers have successfully completed the Train-the-Trainer course for the Standardized Field Sobriety Testing (SFST) program. Officers POII Benny Quinata, POII Jacob Iriarte, and POI Justin Cruz attended the 4-day training hosted by the Guam Police Department on September 8-11, 2025, at the Hakuboton Building in Tamuning. The Train-the-Trainer course equips law enforcement personnel with advanced instructional techniques and specialized knowledge to effectively teach other officers the SFST procedures. The curriculum includes adult learning principles, presentation skills, and management of live alcohol workshops (wet lab), student presentations and field report writing, all designed to develop well-prepared and confident instructors.

As certified trainers, officers Quinata, Iriarte, and Cruz will now administer SFST training to other Port Police officers, strengthening the department's overall capability in enforcing impaired driving laws. SFST is the national standard field test used by law enforcement agencies across the United States to determine whether drivers are impaired. The program follows the National Highway Traffic Safety Administration (NHTSA) curriculum and is funded by the federal agency through a grant administered by the Department of Public Works Highway Safety Division. The course combines classroom instruction with hands-on practice and training topics covering impairment detection, the proper administration and interpretation of sobriety tests, and field report writing.

A component of the training focused on the Horizontal and Vertical Gaze Nystagmus tests, which are vital tools for determining levels of intoxication. Practical exercises and dry runs allowed participants to refine their skills in preparation for real-world situations. The ultimate goal of the SFST program is to enhance officers' ability to identify and address impaired driving, thereby reducing DUI offenses and making Guam's roadways safer. We are extremely proud of Officers Quinata, Iriarte, and Cruz for completing this rigorous course and becoming certified trainers. Their commitment to expanding the Port Police's expertise will have a lasting impact on our department's effectiveness in addressing impaired driving. Through this training, we are advancing safety for our Port, our people and the entire island community.

8. **Port Authority and U.S. Navy Partner to Remove Derelict Vessel.** The Port Authority, in partnership with the U.S. Navy, successfully removed a derelict vessel from the Piti Channel through the Navy's Innovative Readiness Training (IRT) program. The vessel, known as The Voyager, was originally docked at F6 but broke loose and ran aground during Typhoon Mawar in May 2023. Recognizing both the environmental and navigational hazards posed by the vessel, the Port applied to partner with the Navy through the IRT program to carry out its safe removal.

The Navy's IRT program is a Department of Defense (DoD) initiative designed to provide military personnel with real-world, hands-on training in fields such as construction, healthcare, and logistics. These missions are conducted within the United States and its territories, giving service members the opportunity to enhance their skills while providing valuable services to local communities. The program fosters strong collaboration between military units and community partners, supporting joint projects that improve military deployment readiness while benefiting the community at large. Initial removal efforts began on September 15, 2025, but operations were temporarily halted when the bollard securing the line to The Voyager broke off. On September 22, the Navy salvage ship USNS Salvor successfully towed the vessel back to F6.

Currently, the Navy Salvage Team and Port personnel are working together to clean the vessel. Once the cleaning process is completed, the Guam Environmental Protection Agency, U.S. Environmental Protection Agency, and U.S. Coast Guard will inspect The Voyager. If deemed environmentally safe, the vessel is scheduled to be tugged into open waters and allowed to sink naturally on October 1, 2025.



The removal of The Voyager is a great example of what we can accomplish through collaboration. By working hand-in-hand with the U.S. Navy, we not only helped provide valuable training for military personnel but also addressed a significant environmental and navigational concern for our Port and island community. This partnership reflects our ongoing commitment to protecting Guam's waterways and ensuring the safety of all who depend on them.

9. **Port Concludes Week of Strategic Stakeholder Meetings with WSP.** The Port successfully wrapped up a series of strategic stakeholder meetings held from September 22 to 26, 2025, aimed at gathering vital data and input to guide planning and modernization efforts for Guam's only commercial seaport. The meetings were conducted in partnership with WSP, a consultant engaged to work with the Port and local stakeholders to evaluate Guam's economic development, tourism growth, and military buildup, ensuring that the Port's plans align with the island's long-term needs and opportunities.

Over the course of the week, WSP met with shipping carriers, government agencies, and economic development partners to review operational data and discuss ways to strengthen Guam's supply chain and regional trade position. These sessions included valuable discussions with APL, MEL Lines, Matson, Kyowa, the Guam Visitors Bureau, the Guam Economic Development Authority (GEDA), the Public Utilities Commission (PUC), and representatives from other entities. Bringing our stakeholders together for open discussions about our current operations and future goals is critical to ensuring the Port remains ready to meet the demands of our island and the region. These meetings helped us build stronger partnerships and provided a roadmap for advancing our mission of service and sustainability.

The week began with a Management In-Brief, where WSP outlined its objectives and approach, and concluded with a Management Out-Brief to present key takeaways and next steps. Topics covered included carrier operations, economic development strategies, tourism partnerships, and ways to improve operational efficiency to better serve the people of Guam.

**10. Port Authority in Full Compliance with OPA Recommendations (OPA Report No. 25-09).** The Office of Public Accountability's Report No. 25-09, issued in September 2025, confirms that the Port Authority of Guam has no outstanding audit recommendations. The three recommendations from the 2022 Back Wages audit have all been closed, and the single open item from the Autonomous Agency Collections Fund audit is directed to the Guam Legislature, not to the Port. This reflects the Port's full compliance with OPA recommendations and our continued commitment to accountability and sound internal controls.

**11. Multiple Invasive Species Slip Past Inspections on DoD Vehicles from Tinian.** KUAM New reported on September 30, 2025 that multiple invasive species slipped past biosecurity inspections aboard military vehicles shipped from Tinian. Ants, spiders and even snails hitched a ride on Department of Defense humvees on open flatracks from the Northern Marianas island and arrived at Guam's port on Monday morning. Guam Department of Agriculture biosecurity chief Christopher Rosario says the DoD vehicles should have gone through multiple levels of inspections on Tinian before departure and in Guam upon arrival, but Guam Port safety officers were the ones to find the pests Monday night.

Rosario explained, "It had basically gone through many loopholes in terms of the inspection process. There are many agencies involved with this. I just wanted to leave that message out there that we all got to be cognizant of looking out for invasive species, whether it's in Guam and outside of Guam." The Guam Customs and Quarantine Agency, Agriculture's Biosecurity Division and DoD contractor Center for Environmental Management of Military Lands in Tinian were contacted to do another thorough inspection and spot treatment.

Rosario says the ants have been confirmed to be yellow crazy ants, but the spiders and snails have yet to be identified. He added that, "I just want to say that it just goes to show that invasive species can really hide in nooks and crannies in vehicles, in containers, in flat racks, whether its in an open environment or closed environment. We just need to be a little more vigilant in detecting these invasive species." In the meantime, local media reports show Tinian leaders has been raising concerns over invasive species amid increased military activities on the island. About a week ago, their Customs and Biosecurity intercepted two venomous black widow spiders and eggs aboard the vessel APL Islander on Tinian. But Rosario says while still unidentified, these spiders are not black widows.

**12. General Manager's Notes for YTD Finances.** We are providing the following summary for August 31, 2025:

**REVENUES AND CARGO THROUGHPUT:**

- The Port's total operating revenue as of August 31, 2025 (11 months), is \$53.3 million, which is 6.8% or \$3.9M lower than the YTD revenue budget of \$57.2 million as of August 2025.
- The total number of containers handled as of August (11 months) is 77,065, which is lower by 1.6% or 1,241 containers compared to last year's YTD total of 78,306 containers. The decrease in the number of containers can be attributed to the local containers handled by -5.0% or 3,184 containers, but it was offset by the increase in stuff transshipment and empty transshipment totaling to a positive 1,943. The total tonnage for non-containerized cargo stands is 174K revenue tons, a 10.9% decrease from last year's August total of 195K revenue tons.

**OPERATING EXPENSES:**

- The total operating expenses as of August 31, 2025 is \$54.0 million, which is 2.7%, or \$1.4M higher than the August YTD FY25 budget of \$52.6 million. Some of the expenses that are high in the eleven months of the fiscal year are General Insurance, Depreciation, Utilities, Agency & Management fees, and Insurance Benefits Repairs .

**OVERTIME EXPENSE AND DIRECT LABOR REVENUE:**

- Overtime for all the divisions as of August is \$1.6M, which is 17%, or \$231K higher than the FY25 overtime budget of \$1.4M. The OT variance decreased from 19.4% in July to 17% in August OT numbers.
- The total Direct Labor revenue as of August is \$3.9 million, 5% or \$171K higher than the FY25 projection of \$3.7 million.

**YTD OPERATING REVENUES MINUS YTD EXPENSES:**

- Operating results (Operating revenues minus operating expenses) for August showed an improved operating loss of \$735K , a 6% decrease from the \$1.6 million loss recorded in June. After accounting for net Other Income/Expenses of \$2.1 million, year-to-date results shifted to a positive net income of \$1.4M, a notable turnaround from the \$342,000 net loss reported in June. This improvement was supported by \$4.0 million in federal reimbursements booked year-to-date, which continue to strengthen the Port's overall financial position.

**YTD DEBT SERVICE COVERAGE RATIO (DSCR) STATUS:**

- Based on the August numbers, the DSCR calculation is at 1.5, which is above by 46% of the 1.25 ratio requirement in the 2018 bond indenture agreement.

**13. Status of Ongoing Awarded Grant Activities and Updates on Planned Grant Acquisitions.**

- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** PAG staff met with Project Officer to discuss options to expend remaining grant funds.

*Update:* The Port continues to work with F1 Pier Manager and fuel operators to determine feasible projects for a grant scope modification request, as well as with EDA Program Manager on potential funding opportunity under EDA's Supplemental Disaster Grant Program to supplement the funding shortfall for the Fuel Pipeline Connectivity Project construction.

- **MARAD Marine Highway Program.**

1. PO 19890-OS - PAG received two refrigerated container (reefer) 40-plug gensets on April 19, 2025. *Update:* MARAD approved PAG's reimbursement request for the two refrigerated container (reefer) 40-plug gensets in the amount of \$717,600.00. Payment was received on August 29, 2025.
2. PO 20412-OS – PAG received five (5) ea. 11,000-lbs. on June 23, 2025. – *Update:* Planning processed the payment of \$352,015.00 to Advanced Material Handling on September 5, 2025 for the five 11,000lbs capacity forklifts.

*Update:* Planning is working with MARAD grant and Program Managers to reprogram excess funds from the FY 2022 AMH grant.

- **Office of Local Defense Community Cooperation.** The PAG's recent grant application totaling \$1.45 million for its Owner's Agent/Engineer to conduct a Port Resiliency and Sustainability Study was granted by OLDCC through the Office of the Governor. *Update:* The Grant Closeout document was accepted by OLDCC on September 15, 2025, and PAG was notified via email on September 22, 2025.

- **EPA Diesel Emissions Reduction Act (DERA) Program.** Grant application status pending review by US EPA. PO 20063-OS - Two Tier 4 terminal yard tractor units were delivered to PAG on April 25, 2025. Planning and Maintenance Divisions will coordinate the decommissioning of tractor units previously identified for replacement.

**Update:** Finance processed reimbursement request for the two tractor units received through FY22 grant 98T77501, pending approval by US EPA. Maintenance completed scrapping of the two units identified for replacement. PAG received \$295,266.00 reimbursement from U.S. EPA on August 25, 2025.

- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** The USDOT Office of the Secretary, through MARAD, approved the Port's no-cost modification, reallocating funds from Pier F-1 to support repairs for Wharves F-2 through F-6.

**Update:**

- **Environmental Assessment** - As part of the ongoing Environmental Assessment, consultation letters have been prepared and shared with key federal regulatory partners. On July 11, PAG received Essential Fish Habitat (EFH) Conservation Recommendations from the National Marine Fisheries Service (NMFS). PAG formally concurred with the recommendations on August 8. NMFS acknowledged PAG's commitments and officially closed the EFH consultation.
  - **Conservation Recommendation 1:** Relocate all branching corals within the direct impact area to selected sites to minimize loss of corals. Proposed Task Order 19, covering coral relocation and a three-year monitoring period, is being reviewed by PAG.
  - **Conservation Recommendation 2:** Remove marine debris. This removal activity will take place during construction to ensure safe and efficient project delivery.
- **Monthly Progress Meeting** - Regular coordination continues through monthly meetings with MARAD Project Managers to maintain situational awareness across all RAISE grant-related activities. As part of this effort, the MARAD PM has updated the draft Grant Agreement to reflect the new Administration's grant requirements. The revised draft has been provided to PAG for review and comment. Final execution of the agreement is contingent upon completion of NEPA requirements.

- **Office of Insular Affairs Maintenance Assistance Program (MAP).**
  - **Port Welding Shop Phase 1 & 2 Project.** Work commenced on January 22, 2025. *Status Quo* - Welding Shop outdoor spall repair has been completed. Indoor work is in progress. An amendment is being developed to account for the additional spalling that has been discovered over the course of the project.
  - **Generator Maintenance Program.** On January 23, 2025, the PAG received approval for its no-cost extension request to September 30, 2026. This will allow the Port to fully execute Year 3 of the technical service contract. *Status Quo* - Contractual work for the third service year is ongoing.
- **U.S. EPA Clean Ports Program: Climate and Air Quality Planning Competition.** The U.S. EPA Clean Ports Program aims to reduce air pollution and greenhouse gas emissions at ports by supporting projects that adopt cleaner technologies and practices. December 19, 2024, PAG received the Notice of Award/Grant Agreement of \$2,410,415 to fund the PAG Net Zero Emissions Strategy Update and Implementation Plan project.

*Update:* The Port is progressing the Net Zero Emissions Strategy Update and Implementation Plan project, currently developing the Quality Assurance Project Plan, and planning the Maritime Resilience and Innovation Summit scheduled for October 22, 2025 at the Hyatt Regency Hotel. The project's in-person kick-off meeting is scheduled for October 20, 2025.

- **Clean Vessel Act (CVA) Assessment Grant – Pumpout Services for Public Marinas and Harbor of Refuge.**

*Status Quo* – PAG was designated as a subrecipient under a \$385,000 Clean Vessel Act (CVA) grant awarded to the Guam Department of Agriculture's Division of Aquatic and Wildlife Resources (DAWR). The grant supports a comprehensive assessment of pumpout service needs for recreational boats at the Agat Marina, Gregorio D. Perez Marina, and the Harbor of Refuge.

The project will evaluate the most appropriate CVA service—shore-based or pumpout vessel—for the island's public marinas, considering varying waste volumes, boat access needs, and system infrastructure.

**Update:** The draft Memorandum of Understanding (MOU) has yet to be provided to PAG by DOAg. PAG stands ready to review and proceed once the draft is received.

- **New Grant Opportunity – U.S. EPA Environmental and Climate Justice Community Change Grants Program / Inflation Reduction Act Community Change Grants Program.**

**Status Quo** – PAG awaits notification from Community First Guam Federal Credit Union, lead applicant. Projects selected are:

- Installation of a Solar Photovoltaic System and Batteries Project
- Microgrid Feasibility Study Project
- Route 11 Seawall Improvement Project

- **New Grant Opportunity - 2024 NOAA Marine Debris Program- BoatUS Foundation Abandoned and Derelict Vessel (ADV) Removal Grant Program.** The Port submitted its application on November 21, 2024, for the PAG Harbor Restoration and Resilience Initiative (PAGHRR) Project, which would remove thirteen (13) abandoned and/or sunken vessels from PAG properties. The proposed project total is \$859,720.00.

**Status Quo** - The PAG has been working with Boat US Foundation to address and finalize all grant award documentation. Next steps are to finalize the scope and then move forward with the procurement process.

- **Sport Fish Restoration & Sport Fishing and Boating Safety Act Program Maintenance of Public Boat Ramp.** PAG was awarded \$120,000 for the Agat Marina Southern Walkway Repairs under the Sport Fish Restoration. Additionally, PAG received \$275,000 for the Pre-construction Planning Grant for a Gangway and Courtesy Dock at the Harbor of Refuge under the Sport Fishing and Boating Safety Act. Both grants were provided by the U.S. Fish and Wildlife Service through the Guam Department of Agriculture.



- ***Status Quo*** – The draft Memorandum of Understanding (MOU) has yet to be provided to PAG by DOAg. PAG stands ready to review and proceed once the draft is received.
- **New Grant Opportunity - U.S.DOT Federal Highway Administration (FHWA) Low-Carbon Transportation Materials Program (LCTM).** PAG submitted its application, PAG Low-Carbon Transportation Materials Study, in November 2024. This proposal aims to identify and test locally sourced, low-carbon recycled waste materials to assess their suitability for use in eligible Federal-aid projects. Additionally, the study will help integrate these materials into future transportation plans or updates for Guam. The total project cost is \$7,216,910.00.
  - ***Update:*** FHWA still in the process of reviewing applications. PAG awaits a response to a follow-up email sent on September 15, 2025.
- **New Grant Opportunity – 2025 U.S. Department of Transportation Maritime Administration (MARAD) - U.S. Marine Highway Program (USMHP).**

***Status Quo*** – In an effort to continue PAG's success with MARAD's USMHP Project Designation titled "Guam Marine Transportation Enhancement Initiative" as well as a grant award of \$5.7M during the FY 2022 cycle, the PAG will be submitting a project proposal for the acquisition of specialized cargo handling equipment that will directly enhance the operational capacity and efficiency in support of the Marine Highway Route M-GNM1.

- **New Grant Opportunity – 2025 Department of Defense Office of Local Defense Community Cooperation (OLDCC) Defense Community Infrastructure Program (DCIP).** The Strategic Planning division submitted the F1 Pier Infrastructure Restoration – Structural and Safety Repairs Project grant application on July 3, 2025. A total project cost of \$6,981,369.00 with a request of federal funding in the amount of \$4,886,958.
  - ***Update:*** The PAG was successful in its application to conduct near-term repairs of the F1 fuel pier. The scope includes open-corrosion spalls and crack repairs, structural pile repairs, fabrication and installation of new gangways at select dolphins, and more. The project also includes a Local Share of \$2,094,411.00.

- **New Grant Opportunity – U.S. DOT Maritime Administration (MARAD) Port Infrastructure Development Program (PIDP).** PAG submitted its application, Strengthening Supply Chain with New Port Cranes, in September 2025. The project will fund three new Ship-to-Shore (STS) gantry cranes to replace aging units from the 1980s, strengthening Guam's supply chain and ensuring reliable port operations. The total project cost is \$74,586,792, with \$59,669,434 requested in federal funding and \$14,917,358 in non-federal match.
  - **Status** – MARAD is reviewing application, with award announcements anticipated by January 2026.
- **New Grant Opportunity – 2025 FEMA Port Security Grant Program (PSGP).** On September 29, 2025, the Port Authority of Guam received an email notification that its grant application submitted for the FY2025 PSGP has been approved for a total amount of \$1,116,368.00. Awarded projects include: 1) Implementation of an Active Directory; 2) Replacement of the aging SonicWall 4600 firewall and 3-year subscription of Intrusion Detection System monitoring; 3) Security barrier system; and 4) Modular Floating Dock System for Port Police.

**14. Port Revenue Bonds Project Status.** As of September 30, 2025, the attachment provides information on the status of the revenue bond projects, which include the rehabilitation of the hotel wharf, repairs and improvements to the golf pier, waterline replacement/relocation, upgrades to the EQMR building, repairs and upgrades to warehouse one, construction of a new admin annex building, and other priority projects.

Respectfully submitted,



Rory J. Respicio  
General Manager

**2018 Port Revenue Bonds Status Report  
As of September 30, 2025**

Bond Project	Total Award Amount	Total Draw Down	Total Remaining Balance	PROCUREMENT IFB/RFP/PO Number	Status
Rehabilitation of "H" Wharf	\$46,331,895.00	\$1,740,063.86	\$44,591,831.14	PO No. 17043-OF for \$2,249,945.54 awarded to GHD Inc. New Contract Amount: \$2,656,621.37 / PO No. 18140-05 was issued to Sumitomo Mitsui Construction Company, Ltd. for \$46,331,895.00	Resolution No. 2024-01 authorized the PAG GM to temporarily pause H-Wharf construction, procure additional gantry cranes, and establish comprehensive strategic measures for port operational enhancement and financial reallocation. WSP finalized the design to ensure compliance with the latest engineering codes. UPDATE: Status Quo
Golf Pier Repairs and Improvements	\$2,000,000.00	\$372,147.93	\$1,627,852.07	RFP No. 2019-02: A&E Design for \$484,000.17 awarded to MC Macario	Golf Pier was rendered inoperable after Typhoon Mawar. The PAG along with its OAE have developed cost estimates. The PAG had received a FEMA determination for Golf Pier. <b>UPDATE: On August 9, 2025, PAG submitted an appeal letter requesting reinstatement of eligibility for Permanent Work assistance related to damages sustained during Typhoon Mawar. The Guam Recovery Office is currently reviewing the Port's appeal letter and has 120 days to submit recommendation to FEMA.</b>
Waterline Replacement and Relocation	\$6,000,000.00	\$4,380,341.23	\$1,619,658.77	RFP No. 2019-03: A&E Design awarded to MC Matarino PO No. 20723-OS for \$4,837,223.18 BME & Sons Inc. (Outstanding balance to be drawn down from the New Administration Building)	Pipe installation along wharves F4 to F5 is ongoing. The first section of the new waterline near the fire water tank has been connected. Work has begun near the main gate to connect the new waterline and additional work that includes the installation of new fire hydrants to meet fire code standards. <b>UPDATE: Work in the yard and pre-final inspections are ongoing. Fire hydrant delivery is still expected in November 2025.</b>
EQMR Building Repairs and Upgrades	\$3,628,800.00	\$3,314,867.91	\$313,932.09	PO No. 18007OS for \$3,980,000.00 awarded to JJ Global Service	The repair & paint work as well as lead based paint abatement has been completed. <b>UPDATE: Work is ongoing. Electrical is at 96%, fire protection is at 90% and pre-final inspections are ongoing. Canopy work and louvers at Pay 2 are complete.</b>
Warehouse 1 Repairs	\$2,000,000.00	\$510,715.68	\$1,489,284.32	RFP No. 2019-03: A&E Design for \$1,406,427.48 awarded to MC Macario	The Construction IFB was published on November 25, 2024. The bid opening was held on February 5, 2025. <b>UPDATE: Work is ongoing for chipping and saw cutting exterior concrete spalling.</b>
Other Priority Projects 1. Repair of F-1 Fuel Pier and wharves F-2, F-3, F-4, F-5, and F-6 waterfront facilities 2. Upgrade of the Port's IT system and integration of TOS	\$4,980,745.00	\$381,518.03	\$4,599,226.97	See status	1. Please refer to MARAD RAISE - Wharves Service Life Extension Hardening of Wharves F2-F6 for more information. 2. The TOS Upgrade scope of services is under Procurement and Legal review. UPDATE: Status Quo
Other Priority Projects - EnterpriseOne Financial Management System	\$2,500,000.00	\$2,497,128.65	\$2,870.35	See status	Module updates are ongoing for vessels and SSRs. An RFP for joint comprehensive support services with GPA, GIAA, and the lead agency GWA is ongoing. The PAG is also exploring additional applications such as employee self serve and dashboards. The PAG is also exploring preventive maintenance modules and content management. UPDATE: Automated playstubs are now live. The PAG has also moved from Oracle to DXE for customer support via a MOA with GWA. The PAG's RFP for DXE is still ongoing. Status Quo.
New Admin. Annex Building	\$10,445,000.00	\$0.00	\$10,445,000.00	See status	Project is currently on hold pending Management decision. Engineering has been instructed to develop Scope of Work to repair concrete cracks and spalling and made a priority. UPDATE: Status Quo
<b>Grand Total</b>	<b>\$77,886,440.00</b>	<b>\$13,196,784.29</b>	<b>\$64,689,655.71</b>		



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

October 1, 2025

**MEMORANDUM**

To: Dorothy P. Harris, Chairperson and Members of the Board of Directors  
Port Authority of Guam

From: Rory J. Respicio, General Manager *Rory Respicio*

Subject: Correspondence from Speaker Frank F. Blas, Jr.

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*Buenas yan Hafa Adai!* This memorandum is to provide you and your fellow board members with a briefing on Speaker Frank F. Blas, Jr.'s letter, dated August 6, 2025, which his office emailed directly to the following:

- Mrs. Dorothy P. Harris, Chairperson
- Mrs. Conchita S.N. Taitano, Vice Chairperson
- Mrs. Fe Valencia-Ovalles, Secretary
- Mr. Mark Mendiola, Member

The Speaker's correspondence requests that the Board provide information on current Port policies that address the handling of employee grievances or complaints filed against Port management, and protections for employees from retaliation when such grievances or complaints are filed.

Because the request was addressed to individual members of the Board, all at the same time, rather than to the Chairperson or to the General Manager, no single Board member or administrative office could respond or direct a response without formal Board action. The upcoming Board meeting is the first opportunity for the Board to deliberate on the correspondence in compliance with the Open Government Law.

The bill that prompted the request was the subject of a public hearing. Following that hearing, a public statement was issued outlining the existing protections in place and noting that the subject matter is already before the Civil Service Commission. The Legislature's oversight chair, Senator Jesse A. Lujan, was advised that the subject matter referenced in the Speaker's letter overlaps with pending matters before the CSC. To avoid any perception of influencing active proceedings, it was recommended that any related legislative action be deferred until the CSC process is completed. Testimony also reflected that the policies being referenced exist in current law and procedure.

Relevant documents being sought by the Speaker, all of which are already a matter of public record, are attached for the Board's review and disposition. This memorandum is provided to ensure the Board is informed of the correspondence and the circumstances affecting the timing of any response. Staff await the Board's direction before taking further action, and guidance is requested on how you wish to proceed.

Attachments





OFFICE OF THE SPEAKER  
**FRANK F. BLAS, JR.**

**38<sup>TH</sup> GUAM LEGISLATURE - I Mina'trentai Ocho Na Liheslaturan Guåhan**

163 Chalan Santo Papa, Hagåtña, Guam 96910 • Tel: (671) 969-6456, (671) 969-0628, (671) 969-6023 • email: [speakerblas@guamlegislature.gov](mailto:speakerblas@guamlegislature.gov)

August 06, 2025

**TRANSMITTED ELECTRONICALLY**

Mrs. Dorothy P. Harris, Chairperson  
Mrs. Conchita S.N. Taitano, Vice Chairperson  
Mrs. Fe Valencia-Ovalles, Secretary  
Mr. Mark Mendiola, Member  
Board of Directors  
Port Authority of Guam  
1026 Cabras Highway, Suite 201  
Piti, Guam 96915

Hafa Adai Mrs. Harris, Taitano & Ovalles and Mr. Mendiola:

On May 28, 2025, I introduced the enclosed Bill No. 148-38 (LS), *An Act to Add a New Article to Division 3, Chapter 37, Title 5, Guam Code Annotated, relative to the Protection of Public Employees And to be Titled as "The Public Employee Grievance Protection and Department/Agency Head Recusal" Under the False Claims and Whistleblower Act.*

Such an introduction was based on concerns brought to my attention on the handling of employee grievances and complaints by Port's management. As indicated in the proposed legislation, public employees have the right to file grievances in a process that is fair, impartial and free from retaliation or undue influence.

The False Claims and Whistleblower Protection Act also provides essential protection for employees who report violations of law or public misconduct. We found that both processes do not uniformly cover grievances and complaints filed against department or agency heads for alleged misconduct filed by employees.

To address this, it is the intent of this proposed legislation to provide a fair process, remove conflicts of interest and ensure impartial resolution of employee grievances filed against department or agency heads. This proposal is to provide safeguards to employees for internal grievance filings, ensuring impartial investigations and holding officials accountable for misconduct or retaliation.

We respectfully request that the Board of Directors provide information on current policies protecting employees from retaliation for filing grievances or complaints against Port management.

Your earliest response to this request is greatly appreciated.

*Si Yu'os Ma'ase,*

FRANK F. BLAS, JR.  
Speaker

Enclosure

### **Port Personnel Rules and Regulations**

- Rule 12.401 – protects employees' right to file grievance without restraint, interference, coercion, discrimination, or reprisal.
- Rule 12.406 – affirms that an employee who has filed a grievance may not be terminated because of filing that grievance.

### **Title 4, Guam Code Annotated**

#### **Article 4 – Civil Service Commission**

- Section 4403(c) – requires the Civil Service Commission to hear grievance appeals at Step 4, ensuring fair and independent review.

#### **Article 5 – Public Employee Protection**

- Section 4503 – prohibits retaliation, coercion, intimidation, and conflicts of interest in personnel actions.
- Section 4504 – guarantees the right of employees to file grievances.

### **Port Board of Directors Policy Memorandum No. 2025-01 – Workplace Violence Policy**

- Resolution No. 2025-14 – adopts General Manager's Workplace Violence Policy Memorandum No. 2025-GM01
- PAG Memo dated June 2, 2025 – Clarification on Scope of Workplace Violence Policy
- Policy Memorandum No. 2025-GM01 – Workplace Violence Policy

### **Port Authority News Release – September 15, 2025**

- General Manager's Statement on Employee Protections at the Port

### **Civil Service Commission memo dated September 18, 2025**

- Considerations Regarding Bill No.: - "Public Employee Grievance Protection and Department/Agency Head Recusal"



Personnel Rules and Regulations for Maritime Positions Unique to Port Operations and  
Certified, Technical and Professional Positions

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- A. Disqualification of an applicant;
- B. Disqualification of an eligible;
- C. Examination ratings;
- D. Removal during original probationary period;
- E. Appeals from classification determinations;
- F. Appeals from adverse personnel actions;
- G. Allegations or complaints of discrimination; and
- H. Appeals of performance evaluations.

**12.302 Grievance Procedures for Employee Organizations**

The procedures are also not applicable when the employee is in a unit covered by an exclusive recognition, as an employee organization, which has negotiated grievance procedures for that unit. When negotiated procedures exist, they shall be the exclusive procedures available to public employees in the unit for settlement or group grievances.

**12.303 Equal Employment Opportunity Discrimination Complaint**

When an aggrieved employee submits a written allegation of discrimination on grounds of race, color, religion, sex, national origin, marital status, age, disability or political affiliation in connection with a matter which is subject to the Authority's grievance procedures, as well as, the EEO Discrimination Complaint Procedures, that allegation shall be processed under the EEO Discrimination Complaint Procedures.

**12.400 GENERAL PROVISIONS FOR USE OF GRIEVANCE PROCEDURES**

**12.401 Freedom from Reprisal or Interference**

- A. An employee and his representative shall be free to use the grievance system without restraint, interference, coercion, discrimination, or reprisal.
- B. An employee, whether acting in an official capacity for the Authority, or on any other basis, must not interfere with, or attempt to interfere with, another employee's exercise of his rights under the grievance system. To be fully effective, the spirit as well as the letter of this non-interference requirement must be enforced. It is not enough for an official to abstain from overt threats or interference. He should refrain from making any statement or taking any action, which has the appearance or even the flavor of a threat, interference, or intimidation.

Personnel Rules and Regulations for Maritime Positions Unique to Port Operations and  
Certified, Technical and Professional Positions

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12.402 Employee's Status During Grievance Procedures

An employee's status during each procedural level shall be status quo.

12.403 Right to Seek Advice

All levels of management will provide an opportunity for an employee to communicate with and seek advice from:

- A. The Authority's Human Resources Division;
- B. The EEO Coordinator or Counselor; or
- C. A supervisory or management official of higher rank than the employee's immediate supervisor.

12.404 Representation

- A. An employee has the right to present a grievance without representation.
- B. An employee has the right to present a grievance with representation.
  - 1. An employee has the right to be accompanied, represented, and advised by a representative of his choice at any stage of the grievance proceedings.
  - 2. An employee may change his representative, but to do so, he must notify his supervisor and the General Manager of the change in writing.
  - 3. A person chosen by the employee must be willing to represent him.

12.405 Official Time for Presentation of the Grievance

- A. An employee must be given a reasonable amount of official time to present his grievance if he is otherwise in an active duty status.
- B. An employee's representative, if he is an employee of the Government of Guam and is otherwise in an active duty status, must be given a reasonable amount of official time to present the grievance.
- C. There is no requirement that the official time for the presentation include time for investigation or preparation, or that it includes travel expense or per diem travel allowance or consultation with private attorney.

12.406 Termination of Grievance

- A. An employee who has filed a grievance may terminate the grievance at



Personnel Rules and Regulations for Maritime Positions Unique to Port Operations and  
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any time.

- B. Failure on the part of the employee to proceed to a higher step of the grievance procedure within the time period specified will terminate the grievance.

**12.407 Management's Responsibility for Timely Action and Settlement At the Lowest Possible Level**

- A. It shall be the responsibility of management to settle grievances fairly and promptly at, or near the organizational level where the employee brought the grievance to their attention.
- B. Failure by management to render a decision to the employee within the allotted time at any step constitutes denial; the employee may then proceed to the next step of the grievance procedures.

**12.500 STEP 1 – INFORMAL GRIEVANCE PROCEDURES**

**12.501 Management Responsibility**

An employee's grievance may or may not be objectively justified. What is important is that the grievance is real to the employee. When the grievance is well founded, management official has both a duty and a need to eliminate the cause. When the grievance is not well founded, it is equally important to reach an understanding based on the full facts. Therefore, the informal procedure should assure consideration of every employee's grievance with a degree of promptness, sympathy, understanding, fairness, competence, and authority which convinces the employee that he has been treated fairly.

**12.502 Settlement at the Lowest Possible Level of Management**

The informal procedures should be as simple as possible consonant with bonafide consideration of grievances. It should encourage settlement of matters at the lowest possible administrative level in the shortest possible time and should not, therefore, require any written explanation from the employee. The employee may present his grievance under the informal procedures, either orally or in writing, and he should not be prevented from submitting a written explanation if he desires.

**12.503 Supervisor's Responsibility**

- A. Normal day-to-day discussions between employees and supervisors regarding working conditions and related employment matters are the most constructive and expeditious means of developing and enhancing favorable and effective work relationships.

**4 GCA PUBLIC OFFICERS AND EMPLOYEES  
CH. 4 PERSONNEL POLICY AND THE CIVIL SERVICE COMMISSION**

appointed shall serve for a term of four (4) years and three members, sitting or newly appointed shall serve for a term of six (6) years.

(b) No member shall be an employee of the Government, a member of any board or commission, nor a member of the immediate family of an employee of the Government. As used in this Section, "immediate family" means a collective body of persons living together in one house under one head.

(c) The appointment of any person to the Commission shall become void if at any time during his term of office, he shall become an employee of the Government, accept appointment of any other board or commission.

(d) When a vacancy occurs, *I Maga'håga/Maga'låhi* shall appoint a new member within sixty (60) days of the commencement of the vacancy.

(e) *I Maga'håga/Maga'låhi* may remove members of the Civil Service Commission but only for conviction of a crime constituting a felony or a misdemeanor involving moral turpitude, willful misconduct in office, willful and persistent failure to perform the duties of office, or any conduct which is prejudicial to the administration of the merit system of the government of Guam. Nothing in this Section shall require the reappointment of any member. A person sought to be removed may challenge the decision by an action for declaratory judgment in the Superior Court.

(f) The members of the Civil Service Commission sitting at the date of enactment of this Chapter who meet the requirements and limitations placed upon membership by this Chapter shall remain in office until the expiration of their respective terms.

(g) Civil Service Commissioners, shall, without limitation, each receive Fifty Dollars (\$50.00) for every meeting attended to adjudicate appeals, complaints, grievances or other disputes, or to perform rule-making functions as provided in statute, rule or regulation.

**SOURCE:** § 4170 GCA, as reenacted by P.L. 16-023:1 (Aug. 11, 1981). Subsections (b) and (c) amended by P.L. 19-004:19 (May 21, 1987) and :20 respectively. Subsection (g) added by P.L. 24-059:V:14 (Sept. 12, 1997).

**2024 NOTE:** Reference to the "Governor" replaced with *I Maga'håga/Maga'låhi* pursuant to 5 GCA § 1510. Reference to the "Legislature" replaced with *I Liheslatura* pursuant to 2 GCA § 1101.

**§ 4402. Quorum.**

The quorum of the Commission shall be four (4) members. The affirmative vote of four (4) members shall be required for any action of the Commission. The Commission may adopt rules to govern its procedures and the standards to be maintained by non attorney representatives; provided, that rules adopted by the Commission shall recognize that representative is not an attorney and cannot be bound by the same standards and ethics as an attorney; and, further, provided, that in cases where an employee represents oneself, the Commission shall render all possible assistance to the employee to insure a fair and impartial hearing.

**SOURCE:** § 4171 GCA, as reenacted by P.L. 16-023:1 (Aug. 11, 1981). Amended by P.L. 24-060:2 (Sept. 12, 1997). Repealed and reenacted by P.L. 26-088:2 (May 17, 2002).

**§ 4403. Duties of the Commission.**

The Commission has the following duties, powers and responsibilities:

(a) It shall investigate conditions of government employment as it deems necessary and report its findings and recommendations to *I Maga'håga/Maga'låhi* and *I Liheslatura* annually, and also post such reports on the Commission's website;

(b) It shall hear appeals from the adverse actions taken to suspend, demote or dismiss an employee from the classified service if such right of appeal to the Commission is established in the personnel

**4 GCA PUBLIC OFFICERS AND EMPLOYEES**  
**CH. 4 PERSONNEL POLICY AND THE CIVIL SERVICE COMMISSION**

rules governing the employee; however, it may not hear any appeal of an action taken to suspend, demote or dismiss an employee of the government of Guam who has not been hired through the competitive hiring procedures of the personnel rules of the government of Guam, as such personnel rules required at the time of the hiring of the employee, nor any unclassified employee;

(c) To hear appeals of furloughs, lay-offs, grievance complaints, and Equal Employment Opportunity complaints of an employee from the classified service if such right of appeal to the Commission is established in the personnel rules governing the employee. The Commission shall adopt rules and procedures for furlough appeals, lay-off appeals, grievance complaint appeals, and Equal Employment Opportunity complaint appeals;

(d) The Commission may investigate and set aside and declare null and void any personnel action of an employee in the classified service if the Commission finds after conducting the necessary investigation that the personnel action was taken in violation of personnel laws or rules; provided, however, that this Section shall not be deemed to permit appeals by employees from adverse actions not covered in Subsection (b) above.

(1) The agency head shall cooperate and assist with the Commission's investigation.

(2) Prior to declaring any personnel action null and void, the Commission shall provide written notice of the alleged violation to the agency head.

(A) The agency head shall respond within ten (10) calendar days after receipt of the notice to the Commission's proposed action.

(B) All actions taken by the Commission pursuant to this Section shall be taken within one hundred eighty (180) calendar days after the personnel action or complaint is filed with the Commission.

(C) The Civil Service Commission shall submit a copy of its final decision to *I Liheslatura* by the next working day.

(3) The Commission shall adopt rules and regulations to effectuate this Section, including the requirement of a written complaint to initiate any investigation.

(4) The Commission's decision shall be final but subject to judicial review;

(e) It shall conduct reviews of notices of personnel actions of employees from the classified service.

(1) All notices of personnel actions regarding the classified service shall be filed with the Commission within twenty (20) calendar days after their effective date.

(2) Failure to submit the required notices of personnel actions within ten (10) calendar days after written request by the Commission will immediately result in a ten percent (10%) salary reduction of the agency head and his deputy until compliance is made.

(3) The Civil Service Commission shall submit a copy of its written request to the agency head and his deputy for compliance with this Section to *I Liheslatura* by the next working day;

(f) The jurisdiction of the Commission shall also apply to the adverse action appeals of certified, technical, and professional personnel of the Guam Power Authority and the Guam Waterworks Authority; the jurisdiction of the Commission shall apply to all classified personnel of the Guam Memorial Hospital Authority and the Guam Solid Waste Authority;

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information on actions of agencies that are not in the public interest and that legislation is needed to ensure that any employee making such disclosures shall not be subject to disciplinary measures or harassment by any public official.

**2024 NOTE:** Reference to the "Guam Legislature" replaced with *I Liheslaturan Guåhan* pursuant to 2 GCA § 1101.

**§ 4502. Definitions.**

As used in this Article, unless the context otherwise requires:

(a) "Agency" means any board, commission, department, division, section or other agency of the Executive, Legislative or Judicial Branch of the government of Guam.

(b) "Disciplinary action" means any direct or indirect form of discipline or penalty, including, but not limited to, dismissal, demotion, transfer, reassignment, suspension, corrective action, reprimand, admonishment, unsatisfactory or below standard performance evaluation, reduction in force, or withholding of work, or the threat of any such discipline or penalty.

(c) "Disclosure of information" means the written provision of evidence to any person, or the testimony before any committee of *I Liheslaturan Guåhan*, regarding any action, policy, regulation, practice or procedure, including, but not limited to, the waste of public funds, abuse of authority or mismanagement of any agency.

(d) "Employee" means any person employed in the classified, unclassified or contractual service of the government of Guam.

(e) "Personnel Board" means the Civil Service Commission, the Judicial Council or other government entity charged with hearing the appeal of a classified employee pursuant to § 4105 of this Chapter or under the personnel rules governing such employee.

(f) "Supervisor" means any board, commission, department head, division head or other person who supervises or is responsible for the work of one (1) or more employees.

**SOURCE:** Subsection (d) amended by P.L. 31-138:1 (Nov. 17, 2011).

**2024 NOTE:** Reference to the "Guam Legislature" replaced with *I Liheslaturan Guåhan* pursuant to 2 GCA § 1101.

**§ 4503. Retaliation Prohibited.**

(a) Except as provided in Subsection (b) of this Section, no appointing authority or supervisor shall initiate or administer any disciplinary action against an employee on account of the employee's disclosure of information. This Section shall not apply to:

(1) An employee who discloses information that he knows to be false or who discloses information with disregard for the truth or falsity thereof;

(2) An employee who discloses information from public records which are closed to public inspection pursuant to Chapter 10 of Title 5, Guam Code Annotated;

(3) An employee who discloses information which is confidential under any other provision of law.

(b) It shall be the obligation of an employee who wishes to disclose information under the protection of this Article to make a good faith effort to provide to his supervisor or appointing authority or member of *I Liheslaturan Guåhan* the information to be disclosed prior to the time of its disclosure.

**2024 NOTE:** Reference to the "Guam Legislature" replaced with *I Liheslaturan Guåhan* pursuant to 2 GCA § 1101.

4 GCA PUBLIC OFFICERS AND EMPLOYEES  
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**§ 4504. Complaints by Classified Employees.**

(a) Any employee in the classified service may file a written complaint with the personnel board alleging a violation of § 4503 of this Article, if the employee demonstrates that reasonable communication to his supervisor, appointing authority or member of *I Liheslaturan Guåhan* has occurred in regard to the alleged violation.

(1) The personnel board shall cause an investigation to be made of the charges in the complaint.

(2) If the investigation establishes that there is a reasonable basis for the charges, the appointing authority or supervisor shall be given written notice thereof.

(3) Within ten (10) days after he receives such notice, the appointing authority or supervisor may petition the personnel board for a hearing on the matter, and the personnel board shall grant such hearing.

(b) If the personnel board after hearing determines that a violation of § 4503 of this Article has occurred, or if the investigation establishes a reasonable basis for the charges and no hearing is requested, the personnel board shall order the appropriate relief, including, but not limited to,

(1) reinstatement,

(2) back pay,

(3) restoration of lost service credit, and expungement of the records of the employee who disclosed information, and, in addition, the personnel board shall order that the employee filing the complaint be reimbursed for any costs incurred in the proceeding. Such reimbursement shall be made out of moneys appropriated to the agency which employs such employee.

(4) The determination by the personnel board under this Subsection shall be final but subject to judicial review.

(c) It shall be a defense in any disciplinary proceeding against an employee under § 4406 of this Chapter that such proceeding was initiated in violation of § 4503 of this Article and the issue of such violation shall be determined by the personnel board as a part of the disciplinary proceeding.

(d) [No text]

(1) Whenever the personnel board determines that an appointing authority or supervisor has violated § 4503 of this Article it shall cause an entry to that effect to be made in the supervisor's personnel records.

(2) In addition, such appointing authority or supervisor shall be subject to a fine of no less than Five Hundred Dollars (\$500.00) and no more than One Thousand Dollars (\$1,000.00), to be determined by the personnel board. Government funds shall not be used to pay such fine.

**2024 NOTE:** The Compiler has added "no text" to indicate a change in formatting only; the content of the provision has not been altered. Reference to the "Guam Legislature" replaced with *I Liheslaturan Guåhan* pursuant to 2 GCA § 1101.

**2018 NOTE:** Subitem designations added pursuant to authority granted by 1 GCA § 1606.

**§ 4504.1. Complaints by Unclassified Employees.**

(a) It shall be a misdemeanor to take any disciplinary action, as defined in § 4502(b) of this Chapter, against any unclassified employee who discloses to a superior, a local or federal law enforcement officer, the Attorney General's Office, or a member or committee of *I Liheslaturan Guåhan* of any form of waste, abuse of policy, abuse of public trust, fraud or criminal acts by any employee of the government of Guam.






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

**BOARD POLICY MEMORANDUM NO. 2025-01**

To: All Port Employees	Subject: Workplace Violence Policy
Adoption Date: April 30, 2025	Revision Date:
Approved by:  DOROTHY P. HARRIS, Chairperson, Board of Directors	

**Board Resolution No. 2025-14**

**Duly adopted by the Port Authority Board of Directors on April 30, 2025.**

The Board of Directors of the Port Authority of Guam hereby adopts the General Manager's Workplace Violence Policy Memorandum No. 2025-GM01, by title only, as Board Policy Memorandum No. 2025-01.

The Board affirms the availability of mandatory drug testing, counseling, or anger management for the involved employee, based on the facts and circumstances of each case, provide such actions are taken without presuming misconduct and with full respect for due process.



**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson  
Conchita S.N. Taitano, Vice Chairperson  
Fe R. Valencia-Ovalles, Board Secretary*



**Resolution No. 2025-14**

**RELATIVE TO ADOPTING THE GENERAL MANAGER'S WORKPLACE VIOLENCE POLICY MEMORANDUM NO. 2025-GM01 AS BOARD POLICY MEMORANDUM NO. 2025-01, AND AUTHORIZING MANDATORY DRUG TESTING, COUNSELING, OR ANGER MANAGEMENT FOR THE INVOLVED EMPLOYEE, AS DEEMED APPROPRIATE BASED ON THE NATURE OF THE INCIDENT, WITHOUT PRESUMING MISCONDUCT AND IN RECOGNITION OF DUE PROCESS.**

**BE IT RESOLVED BY THE BOARD OF DIRECTORS OF THE PORT AUTHORITY OF GUAM.**

**WHEREAS**, the Port Authority of Guam is committed to ensuring a safe and respectful workplace for all employees, consistent with the Port's Personnel Rules and Regulations and applicable laws; and

**WHEREAS**, the General Manager issued Workplace Violence Policy Memorandum No. 2025-GM01, establishing clear protocols for responding to workplace violence incidents, emphasizing prevention, accountability, and respect for employee rights; and

**WHEREAS**, the Board sees that the General Manager's policy does not include provisions for mandatory drug testing, counseling, or anger management for the involved employee, as deemed appropriate based on the nature of the incident, without presuming misconduct and in full recognition of due process protections; and

**WHEREAS**, the Board supports strengthening the policy framework by ensuring such interventions are clearly available when warranted, to further support management's ability to respond appropriately to workplace violence incidents and uphold the Port's commitment to a safe, fair, and accountable work environment; now therefore, be it

**RESOLVED**, that the Board of Directors of the Port Authority of Guam hereby adopts the General Manager's Workplace Violence Policy Memorandum No. 2025-GM01, by title only, as Board Policy Memorandum No. 2025-01; and be it further

**RESOLVED**, that the Board affirms the availability of mandatory drug testing, counseling, or anger management for the involved employee, based on the facts and circumstances of each case, provided such actions are taken without presuming misconduct and with full respect for due process; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 30<sup>th</sup> DAY OF APRIL, 2025.**

  
**DOROTHY P. HARRIS  
CHAIRPERSON, BOARD OF DIRECTORS  
PORT AUTHORITY OF GUAM**

  
**FE R. VALENCIA-OVALLES  
SECRETARY, BOARD OF DIRECTORS  
PORT AUTHORITY OF GUAM**





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

June 2, 2025

Memorandum

To: All Division Heads  
From: Rory J. Respicio, General Manager *Rory Respicio*  
Subject: Clarification on Scope of Workplace Violence Policy

*Buenas yan Håfa Adai.* This memo provides clarification on the scope of Board Policy Resolution No. 2025-14 (Workplace Violence Policy), especially as it relates to conduct occurring outside of normal working hours or off Port premises.

The policy is designed to maintain a safe, respectful, and professional work environment. It applies to conduct that occurs:

- on Port premises, whether or not the employee is on duty;
- during official Port business or Port-sanctioned events, whether onsite or offsite; or
- in limited cases where off-duty conduct clearly disrupts workplace operations, creates a hostile environment, or a formal complaint is filed.

While the Port does not regulate private behavior or personal matters that take place off-site and outside of work responsibilities, any conduct that occurs on Port premises or during Port-sanctioned events, whether onsite or off-site and regardless of duty status, falls within the scope of this policy. The same applies to off-site conduct when it causes tension, disruption, or hostility in the workplace. This includes altercations, threats, or any behavior that undermines the safety, order, or professionalism of the work environment.

Conduct that takes place entirely outside of Port settings may still be addressed if it causes workplace disruption or contributes to a hostile or unsafe environment. For example, a personal disagreement between employees at a private event that does not affect workplace conduct or performance is outside the scope of this policy. In such cases, individuals are encouraged to contact the Guam Police Department if further action is needed.

This interpretation is consistent with Guam Supreme Court precedent. In *Santos v. Civil Service Commission*, 2019 Guam 22, the Court held that government employers may discipline employees for off-duty conduct when the conduct directly bears on the employee's fitness to perform their job or when there is a rational connection between the conduct and the employee's position. This reinforces the Port's ability to act when off-duty conduct affects operations, undermines trust, or creates conflict in the workplace.





Memo to All Division Heads/ Scope of Workplace Violence Policy

June 2, 2025

Page 2 of 2

The policy clearly applies to conduct on Port premises. Section X of the Workplace Violence Policy states: "The Port Authority of Guam strictly prohibits the possession, use, or storage of weapons on Port property or while conducting Port-related business." This confirms that being on Port property is sufficient for the policy to apply, regardless of whether the event is after hours or the employee is off duty.

The policy is behavior-based, not time-based. Section III outlines prohibited behavior, including "intimidating, belligerent, harassing, bullying, threatening gestures" and "destruction of property." Section VI adds "loud, disruptive or angry behavior or language that is clearly not part of the typical work environment." These standards apply whenever the behavior affects the Port workplace.

Criminal charges are not required for the Port to take internal action. Section V affirms that "holding employees accountable for their actions or inaction relative to their duties and responsibilities does not constitute a legitimate claim of being targeted." This allows the Port to act in any case where workplace safety, order, or integrity is at risk, regardless of law enforcement involvement.

If a non-workplace event spills into the workplace, the matter should be reported to the immediate supervisor or division head and elevated through the chain of command. This allows leadership to assess the situation and determine appropriate next steps.

When leadership responds to these matters, it is because there is a clear impact on the workplace. The Port is not ignoring serious behavior. It is not regulating private life. The focus remains on protecting the workplace from conduct, whether on or off duty, that affects safety, professionalism, or the ability of employees to do their jobs.

Deputy General Managers and Division Heads, please communicate this Board-approved policy to all employees under your supervision to ensure consistent understanding and proper implementation.

Thank you for continuing to maintain the standards that ensure our workplace remains safe, professional, and focused on our mission. *Si Yu'os ma'åse'.*

Concurred by:



James L. Canto  
Port Staff Attorney

Cc: PAG Board of Directors  
Deputy General Manager  
All PAG Employees

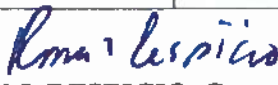


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Lourdes A. Leon Guerrero  
Governor of Guam  
Joshua F. Tenorio  
Lieutenant Governor

**POLICY MEMORANDUM NO. 2025-GM01**

To: All Port Employees	Subject: Workplace Violence Policy
Effective Date: March 24, 2025	Revision Date:
Approved by:  <b>RORY J. RESPICIO, General Manager</b>	

- I. PURPOSE:** The Port Authority is committed to maintaining a safe, professional, and respectful workplace for all employees. This policy applies to everyone in the Port Strong Family, including all employees, supervisors, division heads, deputy general managers, and the General Manager. No one is exempt from these expectations, and accountability applies at all levels of leadership. Issued to establish clear expectations and guidelines for professional behavior.

Workplace violence includes physical threats, intimidation, harassment, and any aggressive behavior that undermines workplace safety, morale, and productivity. Additionally, harmful workplace behaviors—such as gossip, exclusionary tactics, and passive-aggressive conduct—are prohibited as they contribute to a toxic work environment.

**II. DEFINITIONS:**

- **Workplace Violence** – Any act or threat of physical violence, intimidation, harassment, or other disruptive behavior that occurs in the workplace, whether committed by employees, contractors, customers, or visitors. This includes but is not limited to:
  - a. Physical assault or aggressive physical contact.
  - b. Threats of violence (verbal, written, or electronic).
  - c. Stalking, intimidation, or coercion.
  - d. Destruction of property or sabotage.
- **Hostile Work Environment** – A workplace where repeated or severe conduct creates an intimidating, offensive, or abusive atmosphere that interferes with an employee's ability to perform their duties. This can include persistent bullying, discriminatory behavior, or other actions that contribute to a toxic environment.
- **Harassment** – Unwelcome conduct based on race, gender, religion, national origin, age, disability, or other protected categories that creates an offensive or hostile work environment. Harassment may include verbal, physical, or visual behavior that is severe or pervasive enough to affect an individual's work performance or employment conditions.

- III. EXAMPLES OF BEHAVIOR:** This policy covers not only acts of physical violence, but harassment, intimidation, and other disruptive behavior, as well as, incidents involving co-workers and incidents involving individuals from outside the Authority perpetrating violence against its employees.

Examples of such behavior may include:

- Direct or veiled threats of harm.
- Intimidating, belligerent, harassing, bullying, threatening gestures, stalking or other inappropriate or aggressive behavior.
- Numerous conflicts with supervisors and other employees.
- Bringing a weapon to the workplace, brandishing a weapon in the workplace, making inappropriate references to guns, or fascination with weapons.
- Statements showing fascination with incidents of workplace violence, statements indicating approval of the use of violence to resolve a problem, or statements indicating identification with perpetrators of workplace homicides.
- Statements indicating desperation (over family, financial, and other personal problems to the point of contemplating suicide).
- Drug/alcohol abuse.
- Gossiping or spreading rumors that damage professional reputations, foster hostility, or create divisions among employees.
- Passive-aggressive behaviors, such as intentionally withholding critical information or excluding team members from communications, that impact workplace cohesion.
- Use of social media or electronic communications to harass, intimidate, or gossip about colleagues.
- Destruction of property.
- Undermining colleagues by discussing their work performance in a negative, non-constructive manner.

#### **IV. RESPONSIBILITIES:**

##### **General Manager**

The General Manager is responsible for:

- Leading by example and upholding the highest standards of professionalism and respect.
- Enforcing this policy and ensuring that all levels of leadership are held accountable.
- Providing the necessary support for employees who report issues and ensuring concerns are taken seriously.
- Reviewing reported cases and ensuring that disciplinary actions are fair, consistent, and aligned with organizational policies.
- Monitoring workplace culture and addressing systemic issues related to workplace violence or toxicity.

##### **Deputy General Managers**

Deputy General Managers are responsible for:

- Overseeing policy compliance within their respective areas and ensuring division heads actively address workplace concerns.
- Taking timely action by reviewing incident reports, escalating serious cases, and coordinating with HR office and Port Police when necessary.
- Providing guidance to division heads on conflict resolution and ensuring a proactive approach to workplace behavior issues.
- Reinforcing accountability by ensuring disciplinary actions are applied consistently and fairly.

- Reporting workplace trends and concerns to the General Manager to improve policy enforcement and workplace culture.

#### **Division Heads & Supervisors**

Division Heads and Supervisors are responsible for:

- Creating and maintaining a professional work environment by actively addressing harmful behaviors before they escalate.
- Responding to incidents immediately, documenting occurrences, and reporting all workplace violence or harmful behavior cases to HR and Port Police as required.
- Holding employees accountable for violating this policy and ensuring corrective actions are taken when necessary.
- Encouraging open communication within teams to prevent workplace toxicity and promote teamwork.
- Participating in ongoing leadership training to enhance conflict resolution skills.

**V. ACCOUNTABILITY & FALSE CLAIMS:** Holding employees accountable for their actions or inaction relative to their duties and responsibilities does not constitute a legitimate claim of being targeted. Enforcing performance expectations, adhering to policies, and applying corrective actions based on work-related issues are necessary for maintaining a professional and productive workplace. Misusing this policy to avoid accountability or making unfounded claims undermines its purpose and will not be tolerated.

**VI. PROHIBITED WORKPLACE BEHAVIORS:** This policy applies not only to physical acts of violence but also to workplace behaviors that contribute to a toxic and unproductive work environment, including:

- Malicious Gossip & Rumors – Spreading false or damaging information that erodes trust and morale.
- Passive-Aggressive Behavior – Withholding information, excluding colleagues, or engaging in non-verbal hostility.
- Undermining Colleagues – Using sarcasm, backhanded compliments, or deliberate non-cooperation to harm coworkers' professional reputation.
- Obstruction of Work – Deliberately procrastinating, resisting necessary workplace changes, or creating obstacles to team progress.
- Loud, disruptive or angry behavior or language that is clearly not part of the typical work environment.

Any employee engaging in these behaviors will be subject to disciplinary action, up to and including termination.

**VII. ROLE OF PORT POLICE:** Port Police play a critical role in ensuring workplace safety and responding to incidents of workplace violence. Their responsibilities include:

- Responding to immediate threats or violent incidents.
- Securing the area and gathering initial witness statements.
- Assisting in formal investigations by reviewing security footage and collecting evidence.
- Providing recommendations on security measures to prevent future incidents.

**VIII. REPORTING PROCEDURES & ACCOUNTABILITY FOR NON-COMPLIANCE:**

Employees who experience or witness workplace violence, harassment, or harmful workplace behavior must report the incident to their supervisor, division head, HR, or Port Police. Employees reporting incidents in good faith will be protected from retaliation.

**All reports should include:**

- Details of the incident, including date, time, location, and individuals involved.
- Any supporting evidence, such as witness accounts, messages, or security footage.
- Immediate steps taken, if any, to mitigate the situation.

**Supervisors, division heads, and managers are responsible for:**

- Responding promptly to stop immediate dangers to personnel and the workplace.
- Investigating threats and reported incidents thoroughly and objectively.
- Taking all concerns seriously to ensure employees feel safe reporting issues.
- Providing updates on the status and outcome of investigations, within confidentiality limits.
- Ensuring confidentiality to the greatest extent possible.
- Restoring the workplace environment after an incident.

**Failure to report known workplace violence or harmful behavior may result in disciplinary action, including:**

- First violation: Verbal or written warning.
- Repeated violations: Formal reprimand and corrective action.
- Severe or willful negligence: Suspension or termination if failure to report leads to a hostile or unsafe work environment.

**IX. WHISTLEBLOWER PROTECTION:** Employees who report workplace violence in good faith are protected from retaliation under applicable whistleblower laws. Retaliation against employees who report misconduct will not be tolerated and will be subject to disciplinary action.

**X. PROHIBITION ON WEAPONS IN THE WORKPLACE:** To maintain a safe and secure environment, the Port Authority of Guam strictly prohibits the possession, use, or storage of weapons on Port property or while conducting Port-related business. This applies to all employees regardless of whether they are licensed to carry such weapons.

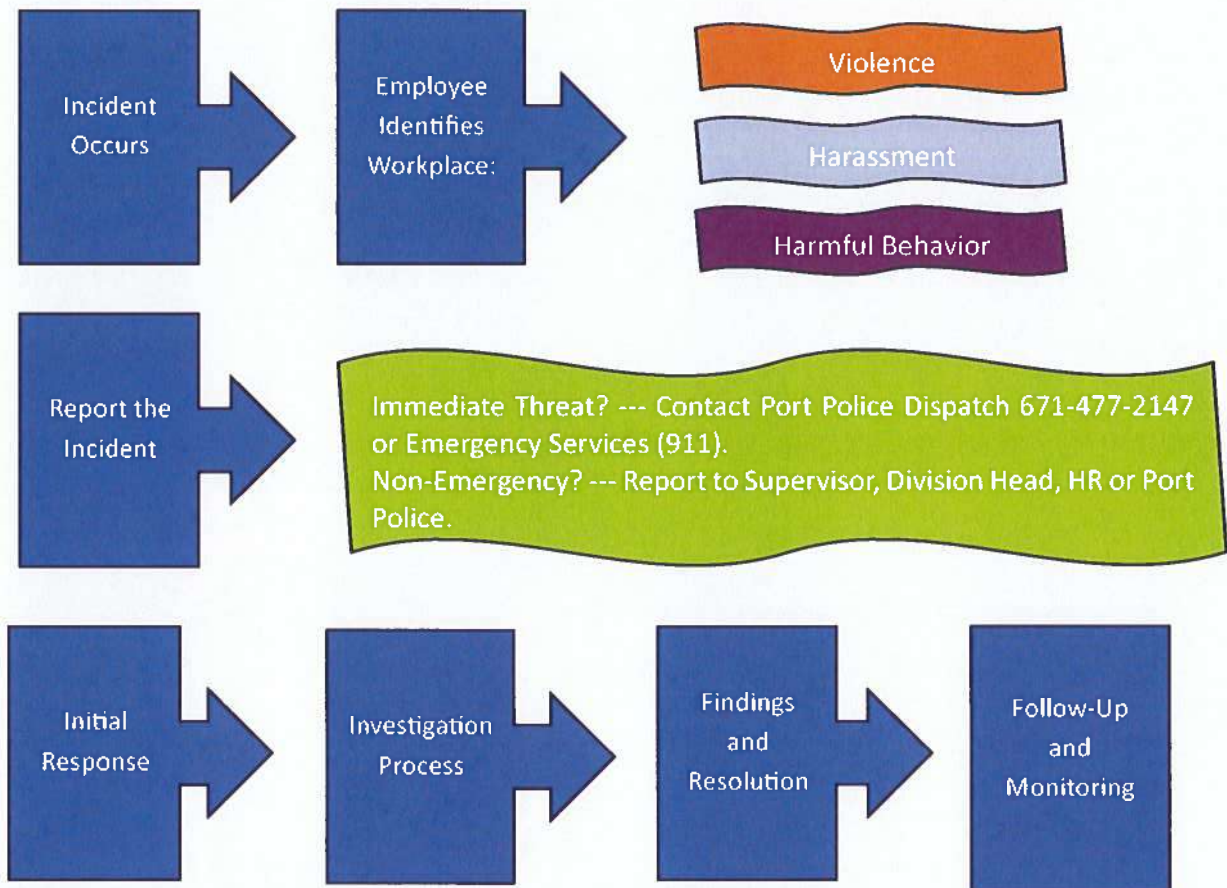
**Weapons include, but are not limited to:**

- Firearms
- Ammunition
- Knives (excluding small utility tools required for work)
- Explosives
- Any item intended or used as a weapon

Exceptions may be made for law enforcement personnel or authorized Port Police officers in the course of duty. Violation of this policy will result in immediate disciplinary action, up to and including termination or removal from Port premises.

- XI. EMERGENCY CONTACTS:** For immediate threats or emergencies, contact:
- Port Police Dispatch: 671-477-2147 or 671-477-5931, ext. 286
  - Emergency Services: 911
  - HR Division: 671-477-5931/5, ext. 244-249
- XII. PREVENTION AND SUPPORT MEASURES:** The Authority will offer regular workplace training on identifying and preventing violence, gossip, and harassment. Employees are encouraged to resolve differences through constructive dialogue. Counseling and conflict resolution resources will be available for affected employees. A zero-tolerance stance will be enforced consistently, with disciplinary measures applied transparently.
- Recognize and respond to violence and harassment.
  - Consequences of gossip and its impact on the workplace.
  - How to report using Incident Report form.
- XIII. POLICY ENFORCEMENT:** This policy replaces all prior policies or memoranda on workplace violence. All employees are expected to comply, and violations will be addressed in accordance with Port policies and procedures.
- XIV. ACKNOWLEDGEMENT OF POLICY:** Each employee will be required to acknowledge in writing that they have received and read the policy.
- If an employee refuses to sign the acknowledgement, the employee's supervisor will note on the Acknowledgement Form that the employee received the notice and forward the form to the Human Resources Office.
- XV. A SHARED RESPONSIBILITY:** While this policy may not undo the harm caused by past incidents, it empowers employees—especially those who have been victimized—to stand up against workplace violence and harmful behaviors. A healthy workplace is built not only by enforcing policies but by creating a culture where employees support one another and refuse to tolerate destructive actions.
- Every member of the Port Strong Family—from frontline employees to senior leadership—shares in the responsibility of upholding these standards. Moving forward, all supervisors and division heads are expected to enforce this policy consistently and hold employees accountable for their conduct. Any further violations may result in disciplinary action, up to and including termination.
- XVI. ENTIRE POLICY:** All prior policies or memoranda in conflict with this policy is hereby rescinded.

### WORKPLACE VIOLENCE REPORTING AND RESOLUTION FLOWCHART







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

## WORKPLACE INCIDENT REPORT FORM

Affected party(s): \_\_\_\_\_

Supervisor/Division: \_\_\_\_\_

Contact Information: \_\_\_\_\_

### Incident Information

Date/Time: \_\_\_\_\_

Location (Be Specific): \_\_\_\_\_

Description (Narrative): \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Has this or a similar incident ever happened to you before? If so, please explain:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

If you were in any injury (physical/emotional), describe the injury in detail and the location of any treatment received. \_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Was a weapon involved? If so, specify the type and to what extent:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

### Witness Information

Name: \_\_\_\_\_ Date: \_\_\_\_\_

Contact Information: \_\_\_\_\_



### **Aggressor Information**

Name: \_\_\_\_\_ Division: \_\_\_\_\_

Supervisor (if an employee): \_\_\_\_\_

Relationship to aggressor (if stranger, indicate relationship, if any):

\_\_\_\_\_

Had anything occurred in the past to make you feel this would happen? If so, please explain:

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Home Address/Vehicle Information (if not an employee):

\_\_\_\_\_

\_\_\_\_\_

### **Follow-up Information**

Did this incident cause any loss of workdays? If so, how many?

\_\_\_\_\_

Have you had any counseling or any form of emotional support since the incident? If not, would you like to be afforded this? \_\_\_\_\_

\_\_\_\_\_

Does something need to be done to avoid such an incident from happening again? If so, explain.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Report Completed by Complainant: \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_

Reviewed/Approved by: \_\_\_\_\_

Title: \_\_\_\_\_ Date: \_\_\_\_\_

*When completing this form, attach all supporting documents, such as, continuation sheets and/or police reports.*



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

### Employee Acknowledgement

I, \_\_\_\_\_, hereby certify that a copy of Policy Memorandum No. 2025-GM01, Subject: Workplace Violence Policy was furnished to me and an orientation was provided to me on said matter.

Name of Employee:	Signature of Employee:	Date:

#### Witnessed by:

Name of Witness:	Signature of Witness:	Date:

#### Received by Human Resources Office:

Name:	Signature:	Date:

# PORT AUTHORITY OF GUAM

JOSE D. LEON GUERRERO COMMERCIAL PORT

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## NEWS RELEASE

### General Manager's Statement on Employee Protections at the Port

**Piti, Guam, September 15, 2025:** The following is a statement from Port General Manager Rory J. Respicio regarding legislative testimony on Bill 148-38:

I respect the legislative process and the right of individuals to testify before our elected leaders. At this morning's hearing on Bill 148-38, testimony was presented by a former employee who read the testimony of another employee. Both currently have serious personnel matters pending before the Civil Service Commission. These cases rightfully belong in that forum, where they will be resolved under the established merit system. They should not be litigated through a political process.

This morning's testimony focused on personal grievances that are already before the Civil Service Commission. That is the appropriate and independent venue to resolve such matters under Guam's merit system, and are all consistent with the rule of law. For the record, I am following the law that protects every classified employee of the Government of Guam. Guam law and the Port's Personnel Rules and Regulations already provide strong, enforceable safeguards, including:

- 4 GCA § 4503 – prohibits retaliation, coercion, intimidation, and conflicts of interest in personnel actions.
- 4 GCA § 4504 – guarantees the right of employees to file grievances.
- 4 GCA § 4403(c) – requires the Civil Service Commission to hear grievance appeals at Step 4, ensuring fair and independent review.
- Port PRR Rule 12.401 – protects employees' right to file grievances without restraint, interference, coercion, discrimination, or reprisal.
- Port PRR Rule 12.406 – affirms that an employee who has filed a grievance may not be terminated because of filing that grievance.

In March 2025, we also adopted the Port's Workplace Violence Policy, which strengthened accountability, set clear expectations for Division Heads and managers, and incorporated employee feedback to ensure stronger protections. These safeguards are longstanding, comprehensive, and apply equally to every Port employee.



The allegation of "unchecked power" or a "hostile climate" is not supported by fact. Oversight and accountability are normal functions of management under the Personnel Rules and Regulations and Guam law. Existing safeguards prohibit retaliation, coercion, and intimidation in personnel actions, and guarantee employees the right to file grievances with access to Civil Service Commission review. These protections ensure that no unchecked power or hostility exists at the Port. What we have built is a climate of accountability, where expectations are clear and every employee is held to the same standards of professionalism and integrity.

We trust that the legislature will hold Bill 148-38 in abeyance and recognize that the protections being sought already exist under Guam law and the Port's Personnel Rules and Regulations. These frameworks are designed to protect employee rights while preserving accountability and fairness across government.

Since taking the helm in 2019, we have remained focused on the Port's mission of serving the people of Guam and supporting our island's economy and security. Working with our Board of Directors, management team, and workforce, we have:

- Strengthened the Port's financial position while meeting bond obligations, including catching and correcting revenue leakage that stemmed from one individual's misinterpretation of tariff provisions.
- Modernized critical infrastructure, including container yard transformation, new equipment acquisitions, and federal grant projects.
- Implemented hiring reforms and strengthened accountability to ensure fairness and transparency in personnel matters.
- Expanded partnerships with federal agencies to position the Port as a strategic national asset.

The record speaks for itself. Our Board members are community volunteers who provide oversight with professionalism and dedication. To suggest otherwise distracts from the substantial progress we have made in building a high-performing organization.

I will not be deterred by personal attacks or misinformation. My commitment as General Manager is to transparency, accountability, and results that serve our island and nation.



**LOU A. LEON GUERRERO**  
Governor (Maga'håga)

**JOSHUA TENORIO**  
Lt. Governor (Sigundo Maga'låhi)

## **CIVIL SERVICE COMMISSION**

### **Kumisión I Setbision Sibit**

"CSC IS THE VANGUARD OF THE MERIT SYSTEM."

**GOVERNMENT OF GUAM**

**I Gobietnon Guåhan**

Telephone (Telifon): (671) 647-1855 • Fax (Faks): (671) 647-1867  
Website: <https://www.csc.guam.gov>



**DANIEL D. LEON GUERRERO**  
Executive Director

**MEMORANDUM #CHR-790342**

**Sent via Electronic Mail: [senator.duenas@guamlegislature.gov](mailto:senator.duenas@guamlegislature.gov)**

**Date:** September 18, 2025

**To:** Honorable Christopher M. Dueñas  
Chairperson, Committee on Finance and Government Operations

**From:** Daniel D. Leon Guerrero, Executive Director  
Civil Service Commission ("CSC")

**Subject:** Considerations Regarding Bill No.: 148-38 – "Public Employee Grievance Protection and Department/Agency Head Recusal."

*Buenas yan Hafa Adai* Honorable Senator Christopher M. Dueñas and Esteemed Members of the Committee,

I hope this message finds you well.

I am writing in hopes to share my thoughts on Bill No.: 148-38, titled "The Public Employee Grievance Protection and Department/Agency Head Recusal." While I appreciate the intent to enhance protections for public employees, I have some concerns about potential overlaps with existing laws and the structure of the proposed change.

#### **I. Redundancy with Existing Laws.**

The bill introduces a new grievance framework under Title 5 GCS, Ch. 37, Art. 5. However, similar provisions already exist in Title 4 GCA §4106(M) and §4501-4508, which:

- Govern grievances and whistle blower complaints made by government of Guam employees;
- Require employment actions to be based on merit;
- Guarantee the right to appeal adverse personnel actions;
- Establish grievance procedures, including appeals to the courts of Guam;
- Authorize the Civil Service Commission (CSC) to investigate whistle blower complaints made by employees and to adjudicate grievances independently.

Implementing a parallel structure could lead to confusion and administrative inefficiencies. It might be more effective to enhance the existing framework to avoid redundancy.

MEMORANDUM #CHR-790342 (Page 1 of 2)

*Bell Tower, Suite 201, 710 West Marine Corps Drive Hagåtña, Guam 96932 • P.O. Box 2950 Hagåtña, Guam 96932*

**2. Independence of Oversight.**

The bill proposes that the Governor impanel the "Independent Oversight Body" under §37503(a). This could raise concerns about the independence required in adjudicating employment disputes involving high-level officials.

Currently, the CSC operates independently and had the authority to investigate whistle blower complaints and issue binding decisions. Allowing the Governor to designate an oversight body in such cases adds bureaucracy and may present conflicts of interest.

**3. Presumptive Retaliation Standard.**

Section 37504(b) of the bill creates a presumption of retaliation for any adverse action taken within 180 days of grievance filing. This shifts the burden of proof to the employees, which is a departure from standard administrative law where the burden typically lies with the complainant.

This approach could have unintended consequences, potentially affecting managerial accountability and appropriate disciplinary actions. Furthermore, the grievance procedures throughout the government of Guam are designed to resolve the grievance at the lowest possible level. The bill moves away from this policy by requiring the formality of a third-party investigation and adjudication.

**4. Agency Authority and Rule making.**

The bill mandates that agencies alter their rules within 90 days without consultation with the CSC or the Department of Administration's existing HR framework. This bypasses existing civil service rule-making processes under 4 GCA §4409 and could lead to inconsistencies in administrative procedures.

**CONCLUSION**

While I understand and support the goal of enhancing protections for public employees, I believe that aligning the proposed changes with existing laws and structures would be more effective. The CSC and Guam's Merit System laws already provide mechanism to address these concerns.

I appreciate your consideration of these points and look forward to any discussions that may arise from them. Thank you for your time and dedication to public service.

*Un Dangkolo Na Si Yu'os Ma'ase!*



Daniel D. Leon Guerrero  
Executive Director

CC: Jon Junior Calvo, Chief of Staff  
Juan K. Calvo, Chairman  
Anthony P. Benavente, Vice Chairman  
Francisco T. Guerrero, Commissioner  
Cathy O. Catling, Commissioner  
Rose Marie Ayuyu Morales, Commissioner  
Fred S. Nishihira, CSC Administrative Counsel

MEMORANDUM #CHR-790342 (Page 2 of 2).



**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-27**

**RELATIVE TO RECOGNIZING PORT WEEK AND THE PORT'S 50<sup>TH</sup> ANNIVERSARY CELEBRATION, COMMEMORATING FIFTY YEARS OF SERVICE, PARTNERSHIPS, AND RESILIENCE, AND AFFIRMING THE PORT'S COMMITMENT TO MEETING THE ISLAND'S IMMEDIATE AND FUTURE NEEDS RESULTING WITH ONGOING PARTNERSHIPS.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:**

**WHEREAS**, in the 1950s and 1960s, control of port operations shifted from the United States Navy to civilian authority, and federal investment through the U.S. Rehabilitation Act funded critical improvements including dredging, utility installations, and wharf construction, laying the foundation for a modern commercial port; and

**WHEREAS**, in the 1970s and 1980s, the Port Authority of Guam was formally established in 1975, ushering in autonomous local control, and the Port expanded capacity through workforce development, equipment acquisition, and growth in containerized cargo operations; and

**WHEREAS**, in the 1990s and 2000s, the Port demonstrated resilience in the face of typhoons and global disruptions, maintaining uninterrupted operations as Guam's lifeline while advancing security measures and initiating modernization planning to support long-term economic growth and defense readiness; and

**WHEREAS**, in the 2010s and 2020s, the Port entered a new era of strategic importance with its designation as a Military Strategic Port, the passage of Public Law 31-35 safeguarding it from sale, the regaining of full procurement and CIP authority, advances in transparency and accountability, and the pursuit of major capital projects including gantry crane replacement, wharf rehabilitation, tariff modernization, and sustainability initiatives; and

**WHEREAS**, the Board of Directors recognizes the dedication, professionalism, and contributions of Port employees, past and present, and further honors the retirees whose decades of service laid the foundation for today's operations and whose legacy continues to guide the Port's workforce; and

**WHEREAS**, Port employees have carried Guam through typhoons, pandemics, and global disruptions, ensuring that the island's lifeline remained open and uninterrupted, and the Port's national recognition for efficiency, transparency, and high performance is a direct result of their commitment, professionalism, and sacrifice; and

**WHEREAS**, the Port's 50th Anniversary carries the theme "*PORT STRONG: 50 Years of Grit, Resilience, and Service Fueling Local and Regional Economies, Partnerships, and National Security*", which reflects the enduring role of the Port as both an economic lifeline and a critical partner in Guam's defense and regional development; and

**WHEREAS**, the Board of Directors has dedicated this milestone to generations of Port employees, leaders, and partners who have kept Guam supplied and secure through storms, pandemics, and global challenges, while achieving financial stability, modernization, and resilience in service to the island and the nation, and further recognizes all Port General Managers who have guided the Port across its history; and

**WHEREAS**, in addition to recognizing employees broadly, the Board of Directors further acknowledges the essential contributions of all Port divisions represented across the organization, including the General Manager's Office, Deputy General Manager's Office, Harbor Master's Office, Operations, Stevedoring, Terminal, Transportation, Equipment Maintenance, Facilities Maintenance, Planning, Finance, Port Police, Corporate Services, General Administration, Commercial, Human Resources, Procurement and Supply Management, Information Technology, Occupational Health and Safety, CIP and Engineering, Legal, and Marketing, whose collective work ensures the Port remains operational as one of Guam's most critical infrastructure assets; and

**WHEREAS**, the designation of the Port of Guam as a Strategic Port underscores its indispensable role in national defense, as the uninterrupted operation of its gantry cranes and waterfront facilities is vital to military readiness, with the loss of even a single crane projected to set defense buildup schedules back by four years; and



**WHEREAS**, the Port Authority of Guam Goodwill and Morale Association, known as PAGGMA, is the employee association representing personnel from across all divisions, and is dedicated to promoting morale and welfare among Port employees, fostering unity and collaboration, and supporting social and civic engagement within the Port and the broader community; and

**WHEREAS**, the Port Users Group of Guam (PUGG), representing the Port's customers and stakeholders, provides critical partnership in shaping operational priorities, tariff modernization, and long-term planning that sustains the Port's dual mission of economic growth and defense readiness; and

**WHEREAS**, the Port has cultivated strong partnerships with the Governor and Lieutenant Governor of Guam, the Guam Legislature, Guam's Delegate to Congress, federal and military partners, the U.S. Coast Guard including the Captain of the Port, the Governor's Build-Up Office, the Office of Civil Defense, Guam Customs and Quarantine Agency, Guam Police Department, Department of Agriculture, fuel providers, shipping agents, the Guam Power Authority, Guam Waterworks Authority, and regional partners throughout Micronesia and the Pacific; and

**WHEREAS**, the Port has planned a series of activities in observance of Port Week, including the official flag raising, the 50th Anniversary Grand Finale, the Maritime Resilience and Innovation Summit, recognition ceremonies, and community outreach events, all to highlight the Port's history and its continuing role in Guam's growth, commerce, national security, and energy dominance; and

**WHEREAS**, looking ahead to the next five to ten years, the Port is committed to advancing modernization and resilience through the acquisition of new gantry cranes, rehabilitation of wharves and facilities, tariff and lease modernization, and strengthening partnerships with regional and federal stakeholders, while ensuring sustainability, environmental responsibility, and uncompromising safety in meeting Guam's immediate and future needs; and

**WHEREAS**, as the Port commemorates its first fifty years, the Board of Directors also affirms a vision for the next fifty years, one rooted in modernization, resilience, and sustainability, where new gantry cranes, rehabilitated wharves, secure fuel handling, and digital innovation will strengthen Guam's supply chain, expand regional partnerships, and ensure that the Port remains both the island's economic lifeline and a critical partner in national defense;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors of the Port Authority of Guam hereby recognizes the week of October 20–25, 2025 as Port Week and affirms the importance of the Port's 50th Anniversary Celebration, guided by the theme "*PORT STRONG: 50 Years of Grit, Resilience, and Service Fueling Local and Regional Economies, Partnerships, and National Security*", in honoring the legacy of the Port, its employees, retirees, partners, and its mission as Guam's vital seaport; and

**BE IT FURTHER RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam





**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-28**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
JOSE A. ULLOA, JR. ON HIS RETIREMENT WITH THE JOSE  
D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. Jose A. Ulloa, Jr., an employee of the Jose D. Leon Guerrero Commercial Port, retired May 16, 2025, after 28 years of government service; and

**WHEREAS**, Mr. Ulloa started his employment at the Port on April 28, 1997, as a Cargo Checker; and

**WHEREAS**, Mr. Ulloa demonstrated exemplary performance and rose through the ranks as a Planner Work Coordinator on January 23, 2001 and Terminal Superintendent on March 1, 2007; and

**WHEREAS**, throughout his career, Mr. Ulloa received numerous letters of appreciation for his professional services rendered to the Port and its customers and received awards for Employee of the Quarter 1998, Employee of the Month November 1999, Supervisor of the Quarter 2004 and Service Award of 25 years in 2022; and

**WHEREAS**, Mr. Ulloa upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in an outstanding manner; and

**WHEREAS**, Mr. Ulloa will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Jose A. Ulloa, Jr. for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Jose A. Ulloa, Jr.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-29**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
ALAN I. CALIP ON HIS RETIREMENT WITH THE JOSE D.  
LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. Alan I. Calip, an employee of the Jose D. Leon Guerrero Commercial Port, retired August 29, 2025, after 27 years of government service; and

**WHEREAS**, Mr. Calip started his employment at the Port on May 26, 1998, as an Equipment Operator II; and

**WHEREAS**, Mr. Calip demonstrated exemplary performance and rose through the ranks as a Crane Operator on August 27, 2001, Equipment Operator III on March 7, 2006 and Mobile Equipment Dispatcher on September 27, 2021; and

**WHEREAS**, throughout his career, Mr. Calip received awards for Employee of the Month February 1999, sick leave on 2020, and Service Award of 25 years in 2023; and

**WHEREAS**, Mr. Calip upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in a highly satisfactory manner; and

**WHEREAS**, Mr. Calip will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Alan I. Calip for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Alan I. Calip.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
\_\_\_\_\_  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
\_\_\_\_\_  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-30**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
CRIS B. CRISOSTOMO ON HIS RETIREMENT WITH THE  
JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. Cris B. Crisostomo, an employee of the Jose D. Leon Guerrero Commercial Port, retired May 16, 2025, after 5 years of government service; and

**WHEREAS**, Mr. Crisostomo started his employment at the Port on March 16, 2020 as a Stevedore (Casual); and

**WHEREAS**, Mr. Crisostomo became a permanent employee as a Stevedore on May 10, 2021; and

**WHEREAS**, Mr. Crisostomo upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in a satisfactory manner; and

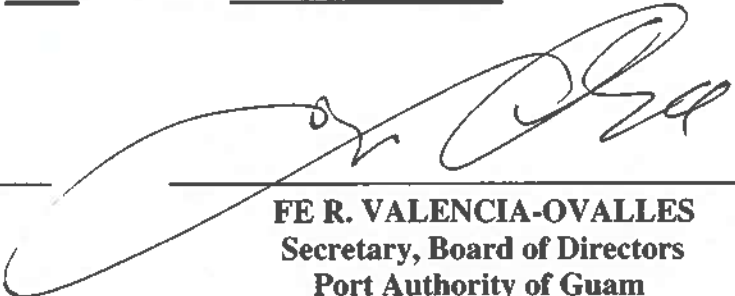
**WHEREAS**, Mr. Crisostomo will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Cris B. Crisostomo for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Cris B. Crisostomo.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam





**BOARD OF DIRECTORS**

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



**Resolution No. 2025-31**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
DAVID C. TAITANO ON HIS RETIREMENT WITH THE JOSE  
D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. David C. Taitano, an employee of the Jose D. Leon Guerrero Commercial Port, retired February 14, 2025, after 36 years of government service; and

**WHEREAS**, Mr. Taitano started his employment at the Port on February 8, 1989 as a Plumber II; and

**WHEREAS**, Mr. Taitano demonstrated exemplary performance and rose through the ranks as a Building Maintenance Leader on December 2, 1997; and

**WHEREAS**, throughout his career, Mr. Taitano received numerous letters of appreciation for his professional services rendered to the Port and its customers and received awards for Employee of the Quarter 1990, 1994, 1996, and 1997, Employee of the Month May 1996, Supervisor of the Quarter 2007, Supervisor of the Year 2006, Outstanding Work Center of the Quarter 1997, 2003, 2007 and 2010, Outstanding Work Center of the Year 1997, 2003, and 2005 and Service Award on 2009 and 2019; and

**WHEREAS**, Mr. Taitano upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in a highly satisfactory manner; and

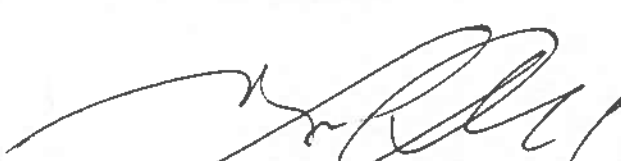
**WHEREAS**, Mr. Taitano will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. David C. Taitano for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. David C. Taitano.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

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



**Resolution No. 2025-32**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
HERBERT G. HATTIG ON HIS RETIREMENT WITH THE  
JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. Herbert G. Hattig, an employee of the Jose D. Leon Guerrero Commercial Port, retired November 15, 2024, after 26 years of government service; and

**WHEREAS**, Mr. Hattig started his employment at the Port on June 15, 1998 as a Laborer (Limited Term Appointment); and

**WHEREAS**, Mr. Hattig demonstrated exemplary performance and rose through the ranks as a Crane Mechanic I in October 21, 1999 and Crane Mechanic II in November 18, 2002; and

**WHEREAS**, throughout his career, Mr. Hattig received numerous letters of commendation for his service he rendered to the community of Guam, Outstanding Work Center of the Quarter 2000, 2002, 2005 and Employee of the Year 2006; and

**WHEREAS**, Mr. Hattig upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in a highly satisfactory manner; and

**WHEREAS**, Mr. Hattig will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Herbert G. Hattig for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Herbert G. Hattig.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

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



**Resolution No. 2025-33**

**RELATIVE TO COMMENDING AND CONGRATULATING MS.  
ANN T. MANGLONA ON HER RETIREMENT WITH THE JOSE  
D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Ms. Ann T. Manglona, an employee of the Jose D. Leon Guerrero Commercial Port, retired February 24, 2025, after 30 years 2 months of government service; and

**WHEREAS**, Ms. Manglona started her employment at the Port on December 14, 1995 as a Clerk III; and

**WHEREAS**, Ms. Manglona demonstrated exemplary performance and was promoted to a Tariff Technician on October 18, 1999 and Accounting Technician II on February 2, 2004; and

**WHEREAS**, throughout her career, Ms. Manglona received numerous letters of appreciation for her professional services rendered to the Port and its customers and received awards for Employee of the Quarter Nominee June 1998, Employee of the Month April 1998, July 2000, Employee of the Quarter April 2003, Employee of the Year October 1998, October 2001, Outstanding Work Center of the Quarter August 1998, April 2002, October 2002, December 2005 and October 2007; and

**WHEREAS**, Ms. Manglona upheld the highest level of integrity by carrying out her responsibilities with respect and value for fellow employees and Port customers and performed her duties in an outstanding manner; and

**WHEREAS**, Ms. Manglona will be sorely missed by all concerned, and we wish her the best on her retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Ms. Ann T. Manglona for her public service and hope that her retirement will be a happy and fruitful period for her and her family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Ms. Ann T. Manglona.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam





**BOARD OF DIRECTORS**

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



**Resolution No. 2025-34**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
WILLIAM M. HUDSON ON HIS RETIREMENT WITH THE  
JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. William M. Hudson, an employee of the Jose D. Leon Guerrero Commercial Port, retired September 20, 2025, after 36 years of government service; and

**WHEREAS**, Mr. Hudson started his employment at the Port on August 17, 1989 as a Stevedore (Short-Term Appointment); and

**WHEREAS**, Mr. Hudson became a permanent employee on August 21, 1990 as a Stevedore. He demonstrated exemplary performance and rose through the ranks as a Stevedore Leader on November 13, 1995, Heavy Equipment Mechanic I on August 8, 2005, Heavy Equipment Mechanic II on May 26, 2008, and Heavy Equipment Mechanic Leader on July 3, 2017; and

**WHEREAS**, throughout her career, Mr. Hudson received numerous letters of appreciation for his professional services rendered to the Port and its customers and received awards for sick leave and service, including Outstanding Work Center of the Quarter on October 1993, April 1997, July 1999, April 2000, January 2001, and July 2001, Employee of the Quarter on 1998, Employee of the Month on April 1997, Nominee for Supervisor of the Quarter on January 1999, and April 2000, Outstanding Work Center of the Year on October 1998; and

**WHEREAS**, Mr. Hudson upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers and performed his duties in an outstanding manner; and

**WHEREAS**, Mr. Hudson will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. William M. Hudson for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. William M. Hudson.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

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



**Resolution No. 2025-35**

**RELATIVE TO COMMENDING AND CONGRATULATING MR.  
IONATANA FAASUAMALIE ON HIS RETIREMENT WITH  
THE JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Mr. Ionatana Faasuamalie, an employee of the Jose D. Leon Guerrero Commercial Port, retired September 19, 2025, after 27 years and 6 months of government service; and

**WHEREAS**, Mr. Faasuamalie started his employment at the Port on March 9, 1998 as a Carpenter I; and

**WHEREAS**, Mr. Faasuamalie demonstrated exemplary performance and was promoted as a Heavy Equipment Mechanic II; and

**WHEREAS**, throughout his career, Mr. Faasuamalie received a certificate for his 25 years of service in October 2023 during the Port's Grand Finale and Employee Recognition Ceremony; and

**WHEREAS**, Mr. Faasuamalie upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers, and performed his duties in a satisfactory manner; and

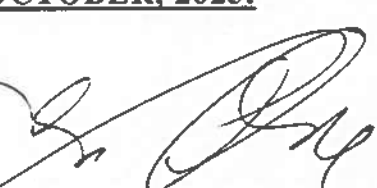
**WHEREAS**, Mr. Faasuamalie will be missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Ionatana Faasuamalie for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Ionatana Faasuamalie.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
\_\_\_\_\_  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
\_\_\_\_\_  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam





**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-36**

**RELATIVE TO COMMENDING AND CONGRATULATING MR. ALKENNETH Y. CONSTANTINO ON HIS RETIREMENT WITH THE JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:**

**WHEREAS**, Mr. Alkenneth Y. Constantino, an employee of the Jose D. Leon Guerrero Commercial Port, retired September 29, 2025, after 5 years and 6 months of government service; and

**WHEREAS**, Mr. Constantino started his employment at the Port on March 9, 2020 as a Stevedore (Casual); and

**WHEREAS**, Mr. Constantino demonstrated exemplary performance and accepted a permanent position as a Stevedore on December 3, 2001; and

**WHEREAS**, throughout his career, Mr. Constantino received a letter of appreciation for his professional services rendered to the Port and customers and received an award for the Outstanding Work Center of the Quarter for January to March 2023; and

**WHEREAS**, Mr. Constantino upheld the highest level of integrity by carrying out his responsibilities with respect and value for fellow employees and Port customers, and performed his duties in a highly satisfactory manner; and

**WHEREAS**, Mr. Constantino will be sorely missed by all concerned, and we wish him the best on his retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Mr. Alkenneth Y. Constantino for his public service and hope that his retirement will be a happy and fruitful period for him and his family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Mr. Alkenneth Y. Constantino.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS**

*Dorothy P. Harris, Chairperson*

*Conchita S.N. Taitano, Vice Chairperson*

*Fe R. Valencia-Ovalles, Board Secretary*

*Mark B. Mendiola, Board Member*



**Resolution No. 2025-37**

**RELATIVE TO COMMENDING AND CONGRATULATING MS.  
JOSETTE J. JAVELOSA ON HER RETIREMENT WITH THE  
JOSE D. LEON GUERRERO COMMERCIAL PORT.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO  
COMMERCIAL PORT:**

**WHEREAS**, Ms. Josette J. Javelosa, an employee of the Jose D. Leon Guerrero Commercial Port, retired September 29, 2025, after 36 years of government service; and

**WHEREAS**, Ms. Javelosa started her employment with Revenue and Taxation on December 18, 1989 as a Collection Support Technician, she seized the opportunity to accept a position with the Port Authority of Guam as a transfer and promotion as an Accounting Technician Supervisor; and

**WHEREAS**, Ms. Javelosa demonstrated exemplary performance and was promoted to Program Coordinator III on November 26, 2001 and Program Coordinator IV on November 25, 2002; and

**WHEREAS**, throughout her career, Ms. Javelosa received numerous letters of appreciation for her professional services rendered to the Port and its customers and received awards for Employee of the Quarter Nominee April 2003, Employee of the Month May 2000, Employee of the Quarter April 2003, Employee of the Year October 2001, Supervisor of the Quarter January 2021, April 2023, and Outstanding Work Center of the Quarter October 2024; and

**WHEREAS**, Ms. Javelosa upheld the highest level of integrity by carrying out her responsibilities with respect and value for fellow employees and Port customers and performed her duties in an outstanding manner; and

**WHEREAS**, Ms. Javelosa will be sorely missed by all concerned, and we wish her the best on her retirement; now, therefore, be it

**RESOLVED**, that the Board of Directors on behalf of the employees and management of the Jose D. Leon Guerrero Commercial Port commend Ms. Josette J. Javelosa for her public service and hope that her retirement will be a happy and fruitful period for her and her family; and be it further

**RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the adoption hereof, and that a copy of the same be transmitted to Ms. Josette J. Javelosa.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**BOARD OF DIRECTORS***Dorothy P. Harris, Chairperson**Conchita S.N. Taitano, Vice Chairperson**Fe R. Valencia-Ovalles, Board Secretary**Mark B. Mendiola, Board Member***Resolution No. 2025-38**

**RELATIVE TO AFFIRMING THE BOARD OF DIRECTORS' CONTINUED SUPPORT FOR BOND BORROWING TO LEVERAGE MATCHING FEDERAL FUNDS FOR THE ACQUISITION OF UP TO THREE GANTRY CRANES, REHABILITATION OF WHARVES AND PIERS INCLUDING REQUIRED UPGRADES FOR CRANE INSTALLATION, AND OTHER CRITICAL INFRASTRUCTURE FACILITIES, AND TO PROVIDE FOR THE REFUNDING OF THE 2018 REVENUE BOND, AND FINANCE, AND TO MEMORIALIZE THE PORT'S EFFORTS TO ACQUIRE THREE NEW SHIP-TO-SHORE GANTRY CRANES SINCE 2019.**

**BE IT RESOLVED BY BOARD OF DIRECTORS OF THE JOSE D. LEON GUERRERO COMMERCIAL PORT:**

**WHEREAS**, on May 31, 2024, the Board of Directors adopted Resolution No. 2024-07, which affirmed the Port's authority to pursue bond borrowing as a viable financial mechanism for strategic capital improvements, including modernization of facilities and equipment, and directed management to explore financing opportunities in coordination with the Governor, the Guam Economic Development Authority, and the Legislature; and

**WHEREAS**, work on gantry crane specifications began in 2019 with the Port's engineering consultant and end users, defining technical requirements aligned with operational realities and long-term modernization needs, ensuring the Port would be ready to procure once funding and regulatory conditions allowed; and

**WHEREAS**, the Port submitted multiple federal grant applications for crane acquisition, including an application to the Economic Development Administration in 2019, a USDOT MEGA grant application in 2022, a USDOT INFRA grant application in 2023, and an OLDCC Defense Community Infrastructure Program application in 2024, all of which were denied due to noncompliance with Build America, Buy America Act (BABAA) requirements and the absence of waiver authority at the time; and

**WHEREAS**, on April 25, 2024, the Board of Directors unanimously adopted Resolution No. 2024-01, authorizing the Port General Manager to temporarily pause H-Wharf construction and redirect resources to crane acquisition, approving procurement of up to three new ship-to-shore gantry cranes and establishing comprehensive strategies for Port operational enhancement and financial reallocation; and

**WHEREAS**, on October 31, 2024, the Board of Directors adopted Resolution No. 2024-16, approving a multi-phase bidding process, in coordination with legal counsel, to ensure compliant and strategic procurement of gantry cranes; and

**WHEREAS**, in February 2025, the U.S. Maritime Administration granted a Build America, Buy America waiver for gantry cranes in Pacific territories, removing a long-standing barrier and directly enabling Guam's procurement of cranes that cannot be domestically manufactured; and

**WHEREAS**, in April 2025, the Port submitted another grant proposal to the Maritime Administration's Port Infrastructure Development Program (PIDP) for the acquisition of three new gantry cranes, which included the project titled "Strengthening Supply Chain with New Cranes" in congressional appropriations; and

**WHEREAS**, the Port's crane replacement program represents the single largest modernization investment in the Port's history, essential for sustaining Guam's growing cargo volumes, supporting Indo-Pacific defense throughput, and ensuring that the Port remains a reliable hub for both economic growth and national security; and

**WHEREAS**, crane modernization also directly supports safer and more efficient operations by reducing reliance on aging equipment; and if one of the existing cranes were to fail, the Port's operations would be significantly disrupted, jeopardizing fuel imports, supply chain stability, and military readiness, with analyses indicating that such a loss would set the military readiness program back by as much as four years; and

**WHEREAS**, the Board of Directors recognizes that the scope and cost of the gantry crane acquisition, wharf and pier rehabilitation, and other critical infrastructure upgrades exceed the Port's capacity to finance independently, and that bond borrowing is intended solely to generate sufficient funds to meet matching grant requirements in order to maximize federal investments in these projects; and





**WHEREAS**, the Port's crane project has also advanced through federal advocacy through active engagement by the Governor and Lieutenant Governor of Guam, Guam's Delegate to Congress, senators, and other local and federal partners including the Department of War, the U.S. Maritime Administration (MARAD), the Federal Emergency Management Agency (FEMA), the Office of Local Defense Community Cooperation (OLDCC), and the U.S. Coast Guard, to align the Port's modernization with civilian and military buildup mitigation efforts; and

**WHEREAS**, on August 28, 2025, the General Manager formally presented to the Board of Directors, as part of the General Manager's Report to the Board of Directors dated August 28, 2025, an updated status report on the gantry crane acquisition effort, memorializing the Port's sustained progress from 2019 through 2025 in technical planning, grant applications, board authorizations, procurement processes, federal waivers, and ongoing advocacy; and

**WHEREAS**, WSP, the Port's Owner Agent, has been contracted to update the wharf assessment and conduct financial feasibility studies to support bond financing, ensuring that wharf rehabilitation and crane installation requirements are fully addressed; and

**WHEREAS**, the Board of Directors affirms the Port's 50th Anniversary theme, "PORT STRONG: 50 Years of Grit, Resilience, and Service Fueling Local and Regional Economies, Partnerships, and National Security," which reflects the critical role of investing in cranes, wharf rehabilitation, and infrastructure improvements to sustain the Port's dual mission of economic vitality and defense readiness;

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors of the Port Authority of Guam hereby affirms its continued support for bond borrowing and related financial commitments to (1) leverage matching funds for federal awards, (2) acquire up to three gantry cranes, (3) rehabilitate wharves and piers including required upgrades for crane installation, (4) finance other critical infrastructure facilities, and (5) provide for the refunding of the 2018 Revenue Bond; and

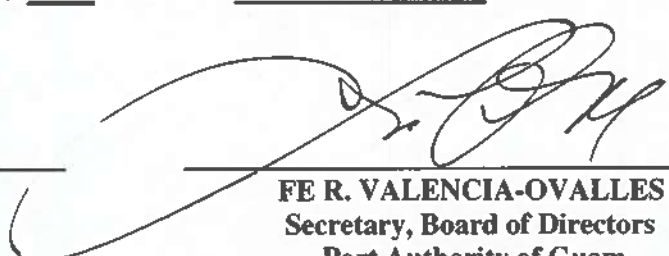
**BE IT FURTHER RESOLVED**, that the Board of Directors affirms that bond borrowing is not intended to fully finance the Port's modernization projects, but rather to provide the necessary matching funds to support federal grants and ensure that Guam leverages every available federal resource to undertake these critical infrastructure upgrades; and

**BE IT FURTHER RESOLVED**, that the Board of Directors hereby memorializes the Port's sustained efforts since 2019 to acquire three new ship-to-shore gantry cranes, through technical planning, grant applications, board authorizations, procurement planning, and federal advocacy, as a modernization priority essential to Guam's economic lifeline and national security readiness; and

**BE IT FURTHER RESOLVED**, that the Chairperson certify to, and the Secretary attest to, the passage of this Resolution and that copies be transmitted to the Honorable Governor of Guam, Honorable Lt. Governor of Guam, the Speaker of *I Liheslaturan Guåhan*, Port's Legislative Oversight Chairperson, and the Administrator of the Guam Economic Development Authority.

**PASSED AND ADOPTED UNANIMOUSLY BY THE BOARD OF  
DIRECTORS THIS 2<sup>nd</sup> DAY OF OCTOBER, 2025.**

  
**DOROTHY P. HARRIS**  
Chairperson, Board of Directors  
Port Authority of Guam

  
**FE R. VALENCIA-OVALLES**  
Secretary, Board of Directors  
Port Authority of Guam



**PORT OF GUAM**

ATURIDAT I PUETTON GUAHAN

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Website: [www.portguam.com](http://www.portguam.com)Lourdes A. Leon Guerrero  
Governor of GuamJoshua F. Tenorio  
Lieutenant Governor

October 2, 2025

**MEMORANDUM**

To: Dorothy P. Harris, Chairperson and Members of the Board of Directors  
Port Authority of Guam

From: Rory J. Respicio, General Manager

Subject: Clean Ports Conference Update: *Maritime Resilience and Innovation Summit*

*Buenas yan Hafa Adai!* This memo provides an update on the Maritime Resilience and Innovation Summit taking place on October 22, 2025, at the Hyatt Regency Guam as part of the Port's 50th Anniversary week. The Summit is a direct outgrowth of the Port's Clean Ports Program and the \$2.4 million federal grant awarded through the U.S. Environmental Protection Agency. Vice Chair Conchita Taitano played a key role in securing this funding by elevating the Port's environmental initiatives at the national level and positioning Guam among the early adopters of the Clean Ports framework.

The grant allowed the Port to formalize its Clean Ports strategy, expand eligibility for future federal investments, and establish the foundation for this Summit as a flagship event for regional collaboration on port modernization, energy resiliency, and emissions reduction.

**Featured Participants and Keynote**

The Summit has attracted high-level participation that reflects the Port's growing national and regional standing. The featured program includes:

- Governor Lourdes A. Leon Guerrero
- Lieutenant Governor Joshua F. Tenorio
- Senator Jesse Lujan
- Port Commissioner Sharon L. Weissman of the Port of Long Beach
- Conchita S. N. Taitano, Port Vice Chair and President of the Association of Pacific Ports
- Rory J. Respicio, General Manager

Commissioner Weissman has confirmed as the Keynote Speaker and will attend with Deputy Executive Officer Mario Gonzalez. Her participation brings national recognition and aligns the Summit with federal priorities on maritime sustainability, infrastructure modernization, and emissions reduction. Her involvement reinforces federal confidence in the Port's leadership and advances the partnerships that made the Clean Ports grant possible.



Memo to Board of Directors

Subject: Clean Ports Conference Update: *Maritime Resilience and Innovation Summit*

October 2, 2025

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Planning and technical coordination for the Summit has involved the Port's Planning Division under Chief Planner Joe Javellana, along with Jacobs and WSP in their capacity as the Port's owner-agent team. Their work has supported the integration of Clean Ports priorities, infrastructure planning, and federal program alignment throughout the sessions.

### **Summit Theme and Objectives**

The Summit builds on federal momentum in port modernization and Guam's role in the U.S. EPA Clean Ports Program. It is structured to convene industry leaders, federal and local agencies, and regional partners to advance modernization, sustainability, and maritime resilience.

The program is framed around three overarching priorities:

1. **Commerce** – Advancing port infrastructure, supply chain efficiency, and economic resilience
2. **National Security** – Strengthening strategic readiness, defense logistics, and maritime infrastructure
3. **Energy Dominance** – Advancing resilient, sustainable, and modernized energy systems

These priorities are driven by the Port's Clean Ports initiative and the long-term modernization roadmap the Board has advanced. The Summit functions both as a progress report and as a platform for the next phase of work through the following focus areas:

- **Clean technology deployment and emissions reduction.** Advancing shore power, electrification, cargo-handling equipment upgrades, and EPA-compliant infrastructure to reduce diesel dependence and improve air quality.
- **Energy resiliency and transition.** Positioning the Port to withstand extreme weather, grid disruptions, and fuel vulnerabilities through diversified energy systems, hardened infrastructure, and strategic partnerships.
- **Port modernization for commerce, security, and fuel logistics.** Aligning terminal upgrades, wharf rehabilitation, fuel pier stabilization, and digital systems with military readiness, commercial expansion, and supply chain efficiency.
- **Innovation and regional leadership in sustainability and workforce development.** Investing in training, technology adoption, and inter-port collaboration to establish Guam as a model for island and Indo-Pacific port systems.
- The Summit also commemorates 50 years of the Port Authority of Guam's role as the island's economic backbone and a partner in national defense. It affirms Guam's emergence as a leader in the transition to cleaner, more resilient, and strategically vital port operations and sets the stage for the next generation of maritime infrastructure and policy.

Memo to Board of Directors

Subject: Clean Ports Conference Update: *Maritime Resilience and Innovation Summit*

October 2, 2025

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### **Final Program Overview**

The agenda has been finalized and is attached for the Board's awareness:

- 7:30 AM – Registration and continental breakfast
- 8:00 AM – Welcome Address and Opening Remarks
- 8:45 AM – Opening Keynote
- 9:45 AM – Session 1: Clean Ports Program
- 11:00 AM – Session 2: Energy Resiliency
- 12:00 PM – Lunch and Keynote
- 1:15 PM – Session 3: Port Modernization for Commerce, Security, and Energy Dominance
- 2:30 PM – Session 4: Innovation and Regional Leadership in Clean Ports
- 3:30 PM – Closing Remarks: Vision for the Next 50 Years and Guam's Clean Ports Roadmap
- 4:00 PM – Adjourn

The Summit positions the Port Authority of Guam as a regional convener and a national partner in the implementation of Clean Ports policy, energy transition, and maritime modernization. With the keynote secured, the agenda finalized, and federal and regional participation confirmed, the event is on track to showcase the Port's progress and set the stage for the next phase of infrastructure, policy, and investment initiatives. Further updates will be provided as materials are finalized and circulated to participants. *Si Yu'os Ma'ase!*

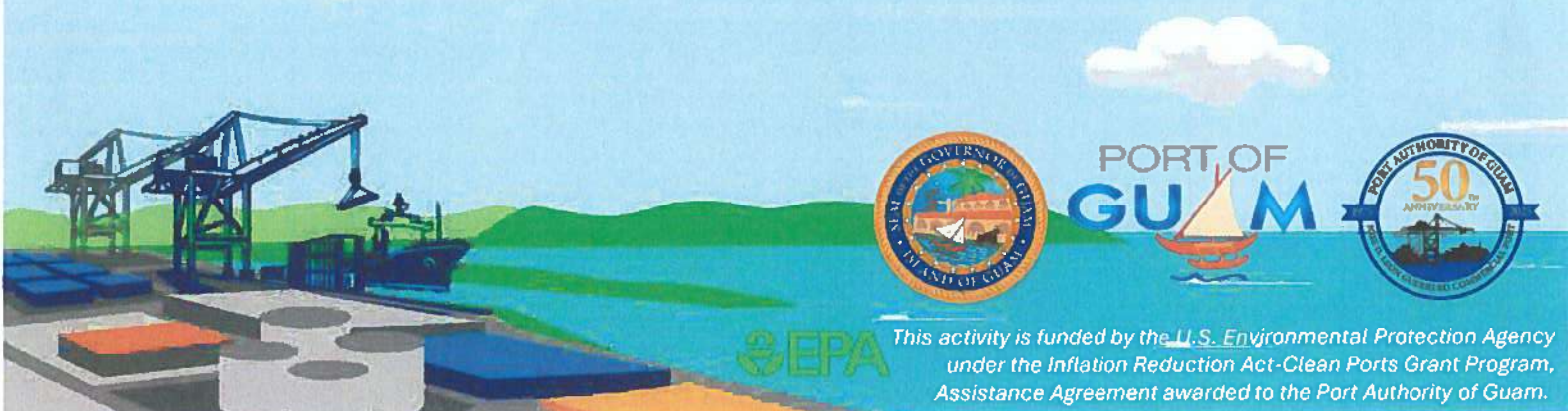


# MARITIME RESILIENCE & INNOVATION SUMMIT

OCTOBER 22, 2025 | Hyatt Regency Guam

## AGENDA

Time	Event
7:30 AM	Registration and continental breakfast
8:00 AM	Welcome Address and Opening Remarks
8:45 AM	Opening Keynote
9:30 AM	Coffee break
9:45 AM	<b>Session 1: Clean Ports Program</b>
10:45 AM	Coffee break
11:00 AM	<b>Session 2: Energy Resiliency</b>
12:00 PM	Lunch and Keynote
1:00 PM	Afternoon Opening
1:15 PM	<b>Session 3: Port Modernization for Commerce, Security, and Energy Dominance</b>
2:15 PM	Coffee break
2:30 PM	<b>Session 4: Innovation and Regional Leadership in Clean Ports</b>
3:30 PM	Closing Remarks: Vision for the Next 50 Years and Guam's Clean Ports Roadmap
4:00 PM	Summit Adjourn



PORT OF  
GUAM



This activity is funded by the U.S. Environmental Protection Agency under the Inflation Reduction Act-Clean Ports Grant Program, Assistance Agreement awarded to the Port Authority of Guam.