



NEWSLETTER

PORT AUTHORITY OF GUAM

December 2020

Board of Directors

Francisco G. Santos
Chairman

Nathan T. Taimanglo
Vice Chairman

Isa Marie C. Koki
Board Secretary

Dot Harris
Board Member

Port Management

Rory J. Respicio
General Manager

Dominic G. Muna
*Deputy General
Manager, Operations*

Luis R. Baza
*Deputy General Manager,
Administration & Finance*



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Notices

Under Governor Lou Leon Guerrero's Executive Order No. 2020-30, Guam continues to be in Pandemic Condition of Readiness 1 (PCOR1). Anyone entering the Port must wear a mask at all times. Port employees and tenants may obtain the latest guidelines and information relating to the Port Authority of Guam and COVID-19 by visiting our website at: <https://www.portofguam.com/covid-19-guidelines-and-information>

Governor and Lt. Governor Tour Waterfront

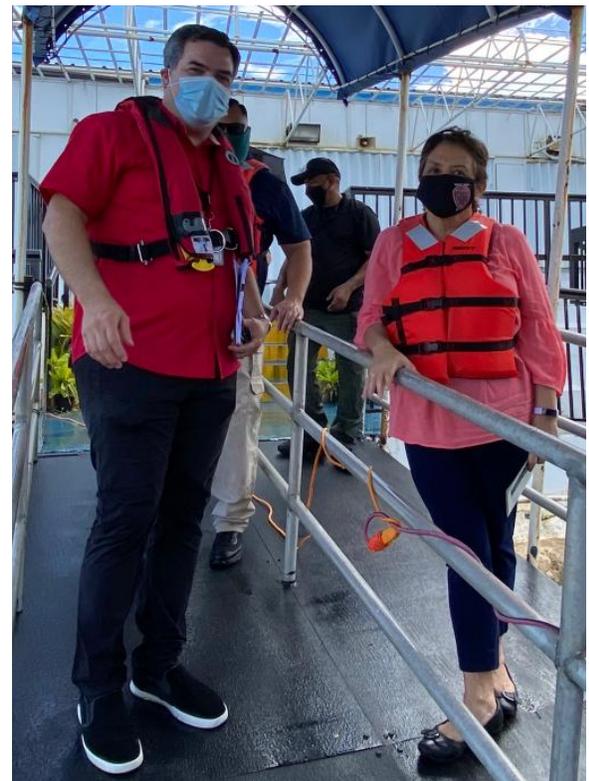


Governor Lou Leon Guerrero and Lt. Governor Joshua Tenorio took a waterfront boat tour on December 4th to see first-hand the abandoned derelict vessels in the waters surrounding our Port.

There are currently 14 abandoned derelict vessels of concern, all located within Apra Harbor. Eleven are located in the Harbor of Refuge, two are within the Sasa Bay Marine Preserve, and one located off of Wharf F-6. Abandoned derelict vessels are a global problem for many harbors, bays, and shorelines, to include Guam. They pose a threat to the waterways by harming the environment, obstructing navigational channels, and they pose a health and safety hazard to the public as well as hamper commercial and recreational activities.

To address these abandoned derelict vessels, the Guam Environmental Protection Agency has taken the lead in forming the Guam Abandoned Derelict Task Force which consist of local partners (GEPA, Port Authority of Guam, Bureau of Statistics and Plans, Department of Agriculture, Guam Power Authority) and federal partners (US Navy CTF-73, US Joint Region Marianas, US EPA Region IX, US Coast Guard Sector Guam, US Army Corps of Engineers). Through a grant that was awarded to Guam EPA, \$696,000 is earmarked for the removal of the 14 abandoned vessels to mitigate threats to human health and the environment posed by the presence of hazardous substances at the Harbor of Refuge.

The project will remove the abandoned derelict vessels, some that have been sitting in the waters for more than 15 years, as well as submerged batteries, drums and tires.



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Environmental issues have been a top priority for the Governor and Lt. Governor since assuming office and this project is a part of their commitment to preserving our environment.

"This collaborative effort between local and federal partners is essential to the removal of these abandoned vessels from the Port's waterways," said Port General Manager Rory J. Respicio.

Respicio added that this project is really a team effort.

"I thank the Guam Environmental Protection Agency for taking the lead in this effort and pledge the Port's full support to this worthwhile project," he said.



Port Authority Welcomes Board Member Dorothy Harris

The Board of Directors has a new member and many employees will remember her from her days working as a part of our Port Strong family.

Dorothy Perez Harris was confirmed on December 1, 2020 by the 35th Guam Legislature as the newest member of the Port Authority of Guam Board of Directors. She will serve a 3-year term commencing July 1, 2020 to June 30, 2023 filling the seat vacated by Maria Taitano whose term expired on October 6, 2020. No stranger to the Port Authority, Harris brings with her a wealth of knowledge as she has nearly 15 years of service with the agency. She started at the Port Authority in October of 2002 as a Planner IV for Strategic Planning Division and in May 2005 she was promoted to Chief Planner and held the position until she retired in September 2017.

Some of Harris's accomplishments include a number of awards received while employed with the Government of Guam such as 2016 MAGPRO Division of the Year Award, 2005 MAGHOPE Award of Excellence Supervisor of the Year and Employee of the Quarter while employed at the Department of Commerce. Her professional involvement includes being a member of the Civilian Military Task Force in 2006, a member of the Western Pacific Regional Fishery Management Council from 1998 to 2005 and a Senior Policy Advisor to the Council of Micronesia Chief Executives in 1997.

Harris was appointed by Governor Lou Leon Guerrero in October 2020 to serve alongside current members Chairman Francisco Santos, Vice Chairman Nathan Taimanglo and Secretary Isa Koki. A virtual confirmation hearing was held on October 21, 2020 by the Guam Legislature. "This appointed position comes with great responsibility because board members play a vital role in the policy making and decisions for the Port Authority which can place a great demand on their time and energy," said General Manager Rory J. Respicio. "We welcome Board member Harris and thank all the Board members for their leadership as judicious stewards for the Port Authority of Guam."



Port Board Agrees to fund Hagåtña Marina Sea Wall

The Port Authority of Guam Board of Directors approved funding of up to \$1 Million for the construction of a Hagåtña Marina sea wall during its recent meeting on December 22, 2020.

The sea wall project is being done at the request of Governor Lou Leon Guerrero who has committed to upgrading the marinas and providing for the fishing communities that serve the people of Guam. The Governor said she is very pleased that the board approved the funding which helps to support fishing and will be instrumental in the creation of a vibrant aquaculture industry on Guam.

"The Fishermen's Co-op is a vital part of our community as it provides a mechanism where fishermen can sell their catch and make a living while feeding the people of Guam," Governor Lou Leon Guerrero said. "I have always supported the vision of Manny Duenas, the Fishermen's Co-op, and initiatives that promote food sustainability. It's a great day for our island's fishermen to see the Port and GEDA working together to see this project through."

The funds will be given to the Guam Economic Development Authority (GEDA) which will act as the project manager. Under the 2012 Hotel Occupancy Bond, \$3 million was set aside for the Fishermen's Co-op new building project. To date, \$900,000 has been expended for design work and the Board of the Fishermen's Co-op has been diligently working toward the final design for the new structure. It is anticipated that the remaining \$2.1 million will be used for the construction of the structure itself. However, in order for the new structure to be protected, there is a significant need for a sea wall to reinforce the shoreline. This comes at an estimated cost of \$1 million.

Port Board Member Dot Harris said the sea wall is much needed for the Hagåtña Marina.

"This project to protect all the investments that have taken place and to continue to support our local seafaring community is good and it's about time," Harris said. "The government has not looked at this in decades."

Excellence in Citizen-Centric Reporting & Accountability and Transparency Awards



A ceremony was held to recognize the Port Authority of Guam for excellence in government accountability and transparency from the Association of Government Accountants Guam Chapter.

"The Guam Chapter awarded the Port Authority of Guam with the Platinum Award, the Guam Visitors Bureau with the Gold Award, and the Judiciary of Guam with the Bronze Award for the fiscal year 2019," the accountants group stated in a Dec. 24 release.

"Additionally, the AGA Guam Chapter presented the Accountability and Transparency in Citizen-Centric Reporting awards to 36 entities for consistently posting their CCRs on their website for the past 10 fiscal years."

The Citizen-Centric Report initiative, adopted through Guam Public Law 30-127, assists in advancing accountability and transparency in our government. This report provides information about the agency's goals, performance measures, audited financial statements, challenges and outlook of operations, and most importantly, how taxpayer or ratepayer dollars are spent in a manner that is easily understandable and accessible to our citizens.

The Port this year also was awarded by the Association of Government Accountants Guam Chapter (AGA) of their First Place Platinum "Excellence in Citizen-Centric Reporting Award" for the fiscal year 2019 and the "Accountability and Transparency in Citizen-Centric Reporting Award" for issuing and posting the agency's Citizen-Centric Reports on the Port website for fiscal years 2010 through 2019.

GM Respicio Gives Presentation in UOG Webinar

Leadership during the pandemic took center stage for some University of Guam students who were able to hear from our Port General Manager on this topic during their class.

General Manager Rory J. Respicio participated in a webinar conference held on December 7, 2020 entitled Meeting with Great Minds: Leadership in Project Management Topics.

The conference was organized by University of Guam students from BA-411 Operations and Project Management class and was co-sponsored by the Association of Government Accountants (AGA).

The conference was divided into 3 segments - Introduction to Project Management, Value of Certification, and Leadership in Times of Crisis, which the General Manager gave his presentation on those subjects.

The topic Leadership in Times of Crisis couldn't be more appropriate because of the global crisis happening now due to the COVID-19 Pandemic. General Manager Respicio presented some of the issues faced by the Port when the first outbreak occurred on the island. The Port Clinic was immediately stood up with the assistance of the Governor's Office and regular E-Advisories where issued circulating information and updates to employees. Employee safety and communication were key.

"Transparency, honesty, and empathy is crucial to making employees feel secure in spite of the uncertainties of the pandemic," said Respicio.

A certificate of appreciation was presented to the General Manager in recognition of the time and effort spent to prepare and participate for the presentation.



DGM Baza Gives Leadership Training to Management

With a passion for Human Resources and decades of experience in the field, our Deputy General Manager Luis Baza brought his knowledge to all managers and division heads during a Leadership Training he conducted on December 11, 2020.

DGM Baza provided information and tools intended to help build and sharpen their skills to be a more effective leader. The session lasted a couple of hours and covered a range of topics focusing on improving overall performance, promoting better decision making and building a stronger team.

DGM Baza explained the role of leaders and the importance of knowledge in their field, open and effective communication and leading by example. Managers must know their team players, value and develop their skills, recognize their contributions, be fair and consistent, and when needed, provide constructive correction in a private and respectful manner. Baza said that following the platinum rule - Do unto others as you want done unto you - is paramount along with finding a balance in one's life between work and play and bringing humor in a situation when appropriate.

Sensitive and controversial issues also were covered such as substance abuse in the workplace, sexual harassment, workplace violence, and stress management. In any situation, managers

must always enforce rules and policies and be consistent in their actions and decisions. "Employees are very intelligent," said Deputy General Manager Baza. "They will follow your footprint so managers, you need to walk your talk."

The leadership training was closed off with a quote by John Maxwell - "Leadership is not about titles, positions or flowcharts. It is about one life influencing another" and the motivational speech "Go Higher."



Work Performance Appraisal System Training

Personnel Services Administrator Francine Rocio conducted a Work Performance Appraisal System Training held virtually on December 16, 2020. This training was presented to Managers and Supervisors.

The Board of Directors ordered that management implement the Key Performance Indicators (KPI) as the basis to which all Port employees will now be evaluated. "A lot of work has been done in the past year to develop the KPIs for each position, and this Work Performance Appraisal System Training is another component of this plan's rollout," said General Manager Rory J. Respicio. The training provided hands-on interaction and step-by-step instructions in completing the new evaluation forms and understanding the procedures. Management previously reported that this plan is anticipated to be implemented in the current Fiscal Year 2021.

Because each port employee KPI has been completed, job evaluations will now be based on performance identified by job factors for each position and a range of measurements determined



for each factor. These performance reviews will be done on an annual basis and will be used as a tool in determining an employee's annual increment.

Congrats and job well done to Francine Rocio and the HR Team!

Operations Manager/Assistant Manager

Congratulations to Glenn Nelson and Patrick Alvarez on their recent selection as Operations Manager and Assistant Operations Manager.

After holding the Acting positions, the two went through the interview process with a panel who rated all the candidates and made a recommendation to General Manager Rory J. Respicio.

After a thorough review of all applicants, the General Manager made the official selection for the positions.

"It was a tough decision to make because all candidates were qualified for the position and did very well during the interview process," Respicio said. "I am confident that Glen and Patrick will continue the great work they've been doing while holding the positions in an acting capacity."



Sunken Boat in Agat Marina

A sunken boat owned by Joe Tyquiengco was recovered earlier this month from the Agat Marina after it began taking on water as a result of heavy rains. The vessel started sinking into the 15-foot deep water because of the inclement weather and a malfunctioning bilge pump.

In cooperation with the Port's Commercial and Safety Divisions, barriers were placed to absorb and contain any fluids or



contaminates that may have leaked from the boat. Guam EPA and the U.S. Coast Guard were also involved in the removal. The Coast Guard has a program and regulatory process that requires working closely with the boat owner. They provided assistance by recovering the small vessel and taking custody of the boat with the support and approval of the owner. The Port is currently assessing any damage that the boat may have caused to the Agat marina and the Coast Guard is taking the lead in the investigation and is providing the administrative remedies to address the incident.



Christmas at the Port



Port Employees Celebrate January Birthdays

Happy Birthday



JOHN P. ROSARIO
 BRENDA ANN T. ATALIG
 FREDERICK ATOIGUE
 PAUL A. CRUZ
 JUAN C. BORJA
 BERNADETTE S. MENO
 ALAN I. CALIP
 MELCHOR B.D. PEREZ
 DAVID B. ESPLANA, JR.
 IAN D. WAKI, JR.
 EDNA M. ECLAVEA
 BENNY G. CRUZ
 FRANKIE R.J. CRUZ
 GEORGE C. PECINA
 FRANCINE T. ROCIO

KENNETH A. SANTOS
 ANTONIO R. MESA
 ENRIQUE S. CONDE
 LEON GUERRERO, JOSEPH F.
 FRANKIE C. AGUON
 JASMIN K. SANTOS
 JACQUELINE A. CRUZ
 PAUL B. SANTOS
 NIKKI A. TAJERON
 JEROME L. CASTRO
 JACOB R.I. PAUNTE, JR.
 ARIEL J. GUTHERTZ
 SHANNON T. QUENGA
 CHRISTOPHER D. WAKI
 DA'OK H. CHARFAUROS

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 Help save lives**
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 HELP GUAM STOP COVID-19



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