

PORT AUTHORITY OF GUAM

JOSE D. LEON GUERRERO COMMERCIAL PORT

1026 Cabras Highway, Suite 201 Piti, GU 96915

Phone: (671) 477-5931 Fax: (671) 477-2689

Website: www.portguam.com



NEWS RELEASE

Board Unanimously Approves Realignment

Piti, Guam, September 28, 2023: The Port Authority of Guam Board of Directors unanimously approved realignment efforts during today's monthly board meeting.

The board approved Resolution No. 2023-15 "RELATIVE TO AUTHORIZING THE GENERAL MANAGER TO PROCEED WITH REALIGNMENT OF THE PORT AUTHORITY OF GUAM'S ORGANIZATIONAL STRUCTURE AND TO AMEND CLASSIFIED JOB SPECIFICATIONS AND TO RETIRE VACANT, OBSOLETE POSITIONS TO STREAMLINE ROLES AND RESPONSIBILITIES AND OPTIMIZE ORGANIZATIONAL EFFECTIVENESS."

"The current organizational structure, established in 2006, has its limitations, and therefore an organizational realignment would better enhance and promote teamwork between the divisions, increase resource visibility, and manifest an improved sense of self-governance by its employees," the resolution states. "It is recommended that the current organizational structure be realigned to merge Operations and Equipment Maintenance divisions into one division; establish Facility Maintenance as a discrete division; merge Capital Improvement Projects and Engineering divisions into one division; and separate Occupational Safety and Environmental Compliance into two singular divisions."

The realignment will not displace nor have any adverse effect upon any classified employees within the divisions and will realize nearly \$750,000 in cost savings.

In the latter part of 2021, the Port saw the departures of two senior managers as a result of retirement and no succession plan was in place which caused a void in the leadership for the Maintenance Department. To ensure the administration of the day-to-day activities and programs for the Maintenance Department are not disrupted, the Port appointed the Operations Manager to assume the duties and responsibilities of the Maintenance Manager without compensation. "During the past two years we have seen the division heads, superintendents and leaders when asked accept positions in an acting capacity, in most cases willingly absorb additional duties and responsibilities without compensation, and proven to go above and beyond to ensure the Port's mission is fulfilled and the supply chain to the island is not disrupted," the resolution states.

In accordance with the realignment, job specifications for several classified positions would need to be amended to streamline the roles and responsibilities, optimize organizational effectiveness, and reflect the duties and responsibilities expected of the positions and amendments would need to comply with the transparency and disclosure process as outlined in 4 GCA Sections 6303 and 6303.2(C) and Rule 4.200 of the Authority's Personnel Rules and Regulations.