



# NEWSLETTER

## PORT AUTHORITY OF GUAM

December 2021

### Board of Directors

- Francisco G. Santos**  
*Chairman*
- Nathan T. Taimanglo**  
*Vice Chairman*
- Isa Marie C. Koki**  
*Board Secretary*
- Dorothy P. Harris**  
*Board Member*
- Dr. Judith P. Guthertz**  
*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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- Covid Vaccines
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### Notices

Guam continues to be in Pandemic Condition of Readiness 1 (PCOR1). Anyone entering the Port must wear a mask at all times. COVID-19 remains to be a clear threat to our safety and our community. We must all continue to take necessary precautions to protect ourselves and our loved ones. Latest guidelines and information relating to the PAG and COVID-19 can be obtained by visiting our website at: <https://www.portofguam.com/covid-19-guidelines-and-information>

### Governor Impressed with Port Successes

Governor Lou Leon Guerrero said that she was impressed by all of the successes that the Port has accomplished. The Governor attended the Port's Monthly Board Meeting on December 23, 2021 and heard from the heads of all of the divisions about their accomplishments since the beginning of the administration.

Governor Leon Guerrero told the board, management and all 370 employees that she was impressed with all of the achievements this year and acknowledged how amazing it is that the successes occurred during the global pandemic, during which the Port stayed 100% operational.

"I am very honored - I really am very honored - to be Governor of Guam at this time to witness all the great accomplishments of our Port Authority," said Governor Lou Leon Guerrero.

Some of the accomplishments highlighted by division heads in the meeting include:

- Master Plan updates, revenue bond procurement and millions in federal grants
- A new financial management computer system, local and national awards for transparency and accountability, a clean audit and low risk status
- Increased OJT Training and certifications across the entire agency
- 100% operational through the pandemic/Port Clinic & Contact Tracing Team
- Obtaining Procurement delegation for past 2 years after losing it for 14 years
- Launched the \$1.2M CCTV/Access Control System

### Port Year in Review



- An increase in training/safety briefings has led to a decrease in accidents
  - We have standardized Terms for Lease Agreements and Updated SOPs and worked with other agencies to remove the Abandoned Derelict Vessels
  - Grant awards for the Radar/AIS Vessel Monitoring System with Infrared Cameras
  - All hazardous pay entitled to all Port personnel has been implemented
  - Established new procedures to assist Customs to secure our borders
  - Increased operational productivity and right-sized manpower levels
- Governor Lou Leon Guerrero noted that she was especially excited about the Port's Modernization Program and the recent federal award of \$17.9 Million to upgrade the wharves. The Board Meeting was held via Zoom and broadcast live on the Port's website as well as the agency's Facebook page.

The Port held its last Board meeting for 2021 on December 23rd. To close out the year, division heads were asked to present the achievements of their sections from the beginning of the Administration. Here is a rundown of PAG 2021 milestones & accomplishments:

### Strategic Planning

#### Revenue Bond Projects Procurement

- Hotel Wharf Rehabilitation and Access Roadway Repair
- Golf Pier Repair and Upgrade
- Warehouse 1 Building Repair
- Waterline Repair
- EQMR Building Repair
- JDE EnterpriseOne (E1) Financial Management System

\* Above projects are in different stages of the

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procurement process; accomplishment collaborated with Procurement, Engineering, and Finance Divisions.

#### *Office of Local Defense Community Cooperation (OLDCC)*

- Task Order 10 – Owner Agent Engineer (OAE) professional & technical services grant award - \$800,000.00
  - Task Order 10S – Owner Agent Engineer (OAE) professional & technical services grant award - \$800,000.00 (supplemental funding)
  - Task Order 11 – Owner Agent Engineer (OAE) professional & technical services contract –
    - \$1.5 Million
- \* As Subgrantee to The Office of the Governor’s OLDCC Grant Program, the Port has been fortunate to receive \$3.1 Million to fund its 2020 Master Plan Update and other priority initiatives.

#### *Federal Grants – Awarded*

- Office of Insular Affairs (Welding Shop Repair)
  - FEMA Port Security Grant Program (Generator Maintenance, CCTV and ACS System Upgrade, IDEN Technology Two-Way Radio Communication System Service, X-Ray Van Maintenance, Acquisition & Installation of Prime Power generator & components at Load Center 3, Radar Intrusion & Vessel Tracking system, TWIC Reader and Credentialing System Upgrade)
- FEMA Public Assistance Program (fendering system repair – Phase 1)
- FEMA Hazard Mitigation Grant Program (fendering system – Phase 2, Warehouse 1 Repair)
- US Dept. of Agriculture (Harbor of Refuge Moorage Repair, Agat Marina Dock B Upgrade)
- US Dept. of Transportation (RAISE Grant Program - F1 to F6 Marine Service Life Extension)
  - Office of Insular Affairs (Welding Shop Repair)
  - FEMA Port Security Grant Program (Generator Maintenance, CCTV and ACS System Upgrade, IDEN Technology Two-Way Radio Communication System Service, X-Ray Van Maintenance, Acquisition & Installation of Prime Power generator & components at Load Center 3, Radar Intrusion & Vessel Tracking System, TWIC Reader and Credentialing System Upgrade)
- FEMA Public Assistance Program (fendering system repair Phase 1)
- FEMA Hazard Mitigation Grant Program (fendering system Phase 2, Warehouse 1 Repair)
- US Dept. of Agriculture (Harbor of Refuge Moorage Repair, Agat Marina Dock B Upgrade)
- US Dept. of Transportation (RAISE Grant Program F1 to F6 Marine Service Life Extension)
- MARAD (US Marine Highway Program – Guam/CNMI Route Designation & Project Designation)
- US EPA (Diesel Emissions Reduction Act- DERA – acquisition of four (4) tractors)
  - Economic Development Administration (EDA – F1 Pier and Golf Pier Fuel Connectivity Project)
  - DPW Office of Highway Safety (Operation Adai He’Hao!)

#### *2020 Master Plan Update*

- Strategic Planning Division has been collaborating with all Port Divisions in the development and update of the 2013 Master Plan
- Through federal grant funding from OLDCC, the Port’s OAE WSP USA Inc. has been diligently working on the 2020 Master Plan Update
  - March 2022 – Estimated Final Draft completion. October 2022 – Planned Legislative approval

#### *Planned Federal Grant Applications*

- MARAD (Port Infrastructure Development Program, PIDP – F4 & F6 Ground Improvements Project)
- Economic Development Administration (EDA – Acquisition of Two (2) STS Gantry Cranes Project)
- FEMA (Building Resilient Infrastructure & Communities, BRIC – Wharves F2 – F6 Rehabilitation and Upgrade)

#### **Finance Division**

##### *Implementation of the JD Edwards Enterprise One (E1) financial management system (FMS)*

- Cloud based, Windows type, and on-premise data recovery plan
  - Fully functional, single enterprise resource planning (ERP) system
    - Enhanced financial functions, interactive query application, financial analytics, and financial report writer
    - Improved financial services to internal and external customers
- ##### **Building a Strong Finance Team**
- Certified professionals and up skilled Finance staff through training and continuing professional education
  - Knowledge sharing and cross training within the Finance Team and PAG staff
  - Enhanced Financial Performance and Improved Transparency
- ##### **Responsible budget process and positive financial results**
- Maintained financial ratios that complies with the bond indenture
  - Local and federal awards for transparency and accountability
- ##### **Accomplished Clean Audit and Low-Risk Status in FY 2020 Financial Audit**

#### **Human Resources Division**

Strengthening Hiring Practices to Ensure Protection of the Merit System - Most notably, the Civil Service Commission by a vote of 5-0, affirmed that there was no Port employee hired in violation of any statutory prohibition.



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## OJT and Certifications:

- A 40 Hour Crane Certification is primarily for Transportation division, but under the current management was extended to divisions of Stevedoring and Terminal as part of a cross-training employee incentive. This enabled opportunity for upward mobility of the employees. As a result, one employee from Stevedoring and another from Terminal were promoted to the Crane Operator position.
- 56 employees completed training for Hazardous Waste Operation, Incident Response to Terrorist Bombing, and Prevention and Response to Suicide Incident.

## Workman's Compensation Program:

New Management inherited as many as 20 WC cases. To date, there are only 5 existing WC cases.

CSC Routing of Personnel Actions: Port remains compliant with CSC rules and regulations in remitting all required personnel actions.

Personnel Actions: 269 Regular Personnel Actions processed from January 2021 to present.

## Light Duty Accommodation:

- Light duty accommodation has been limited, to the extent reasonably permissible, to job related injuries.

## In-House Training:

- Training and Development. Deputy General Manager Luis Baza has been conducting in-house training for Port employees. Trainings consisting of procurement process, basic supervisory, and progressive disciplinary action.

## Marketing Division

Revived monthly newsletter which had not been produced and published in years – averages 8 pages of written articles and photos.

- Issued 90 news releases more than the previous 10 years combined
- Established our Port social media pages on Facebook, Twitter and Instagram publishing hundreds of posts with combined more than 2,000 followers
- Launched the first Annual Port Photo Contest for our employees
- Published hundreds of updates to our website
- Published hundreds of updates to our website
- In conjunction with Finance we helped create the award-winning Citizen Centric Report
- In conjunction with the General Manager's office and Human Resources Division, established the Port Contact Tracing Team
- Marketing Team was the first nationally-certified contact tracers for our agency

- Marketing Team has the only Covid Outbreak Planning Coordinator trained and certified by UC San Francisco
- Marketing Team has organized and delivered Covid care packages to all Port employees who have become sick with the virus
- Marketing Team successfully planned and coordinated 2 virtual Port week celebrations including in-house production of videos and tributes focusing on our agency
- Marketing Team has coordinated numerous public ceremonies and events on behalf of the Port

## Information Technology Division

### *Financial Affairs & Functional Departments:*

Migrate in-house PAG process and programs to JDE Enterprise One, migrate JDE World Data to JDE Enterprise One, implement Site-to-Site connectivity between Oracle and PAG, a DR & OASG monitoring for E1 FMS, program reports and export files in E1, Assist Finance for any E1 technical support during setup/implementation, UAT & Go-Live, Assist Finance develop and implement Assist Finance for any E1 non-technical related research, process, configuration & testing, upgrade the Crane system, provide a new Baplie map out files & reports as required for shippers/agents.

### *Port Police & Strategic Planning:*

Established CCTV for Agana Marina and its connectivity to PAG network, internet, LAN & Wi-Fi communication in Annex, implement the E1 Jira ticketing system / project management software, E1 features such as CIP/Vessel Job Costing & Healthy/Safety modules, prepared Cyber-Security Annex with PAP, implement Rev & Tax divers license system connectivity.

### *Procurement, Clerical & Engineering:*

Increased the PAG's internet bandwidth from 75mb to 150mb, a new initiative to increase to 450mb & DSL failover, complete 65% communication design for warehouse 1 & EQMR renovation, increase email storage from 10gb to 20gb and establish a permanent SSL port wide, establish a second firewall for additional protection and redundancy, establish PAG clinic's technology and communication.

## Procurement Division

*Procurement Delegation* - Sustained after Port losing its delegation for 14 years and has retained over the past two fiscal years.



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Requisitions - 567 Requisitions Entered, 511 Purchase Orders Issued, 56 Open

Supply - The Supply Division minimized overstocking part and supplies for FY21 minimizing cost overruns and waste.

Solicitation (Invitation for Bid, Request for Proposals, Multi-Steps and Goods and Services) - Invitation for Bids – 11 (Construction); Multi-Steps – 2 (CCTV and Gantry Demolition); Request for Proposals – 4 (Professional Service); Goods and Services – 7 (Material, Supply, Goods and Services). This is the most solicitations issued in a fiscal year over the last 5 years. This would have not been possible without the assistance and guidance of our Port Legal Counsel and her designation as Special Assistance Attorney General.

Demo of Gantry Cranes, RTG's, Mobile Harbor Crane and Sunken Barge

### Port Police Division

- Stronger collaboration with Customs, US Coast Guard, Marianas Fusion Center, Governor's Homeland Security Advisor, and other law enforcement entities.
- Reinstated Training and Certification for Port Police Officers.
- Certified CPR Instructors (3). CPR training offered to all personnel interested.
- Certified Taser Instructor (1).
- All required training certifications to be completed within the next three weeks (Firearms, OC-Baton, CPR).
- DMV/DRT data base acquired.
- In the process of acquiring the Superior Court VCCH/CJIS data base.

- \$1.2M CCTV/Access Control System Project in progress for terminal yard and marinas.
- Turnstile installed at pedestrian gate.
- Interviews conducted for the hiring of six Armed Guards.
- Entire vehicle/boat fleet up and running.

### Safety Division

#### Port Clinic/Covid Compliant Safety Measures

The global pandemic brought a whole new level of safety issues to the division. In conjunction with the General Manager's office and Human Resources office, the Port Clinic was stood up which served thousands of employees and tenants; installed wash sinks, hand sanitizing stations and deep cleaned divisions following confirmed cases to ensure the work site was safe for all employees.

#### Injuries/Accidents

Safety briefings are conducted daily for each division in each shift to address concerns and issues that may arise during operations. There were 16 injuries and 62 incidents last year as compared to this year totaling 11 injuries and 43 incidents.

#### US Coast Guard Annual Inspection

The Port passed the annual Coast Guard Inspection of Port Facilities with no discrepancies.

#### Ammonium Nitrate Standard Operating Procedures (SOP)

A more refined Standard Operating Procedure was recently established in the handling of Ammonium Nitrate. This SOP helps to further protect the safety and wellbeing of port employees, stakeholders and patrons.

### Commercial Division

#### Standardized Terms for Lease Agreements and Updated SOPs

For the last 12 years, the leases for office, marina and open space have been on a month-to-month basis. As a result of Legal Counsel's opinion in clarifying the lease terms, the Commercial staff has amended the lease application form to reflect below or over the 5 year term. Renewal leases have been transmitted to the tenants reflecting new term of January 1 to December 31. We also updated the standard operating procedures for dry dock, beach permits and daily property inspections.

#### Renewed Expired Lease Options

After 11 years of operating under expired lease options, the Port has renewed the lease agreement options with Mobil, SPPC and Hansen. The option executions have resulted in an increase of \$3 million for the next 10 years. This milestone was able to address the deficiencies from 2015 to 2019 cited by our auditors.

#### Fuel Pier Management & Operation Agreement

Staff worked diligently with Procurement on the issuance of the management and operation of F1 Fuel Pier and was able to successfully negotiate with Tristar. We have also issued the RFP for the management and operation of the Golf Pier which is actively in the procurement process.

#### Customs & Quarantine Agency Relationship

Management through the Governor and Lt. Governor and the Board's unwavering commitment to doing whatever is necessary to advance the interdiction of illicit drugs, invasive species, and



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counter-terrorism at our island's entry ports, we have been working to improve our working relationship with Customs. We have entered into a memorandum of understanding with Guam Customs & Quarantine Agency to relocate their offices to a much larger work area at the former Horizon Building. We have allowed Customs officers have an all-access pass to go anywhere and everywhere within the Port facilities to inspect cargo coming into the Port and shared use of the Port's official vehicle wash down station.

#### *Implemented Commercial Cargo Activity Written Procedures*

To ensure that standardized operating instructions for the import and export of commercial cargo and to clearly identify those areas to support such activity at the marina, we have established written procedures for vessel owners are to comply with.

#### *Execution of MOA with DPW on Remaining FHWA Funds*

Staff worked diligently with Department of Public Works on the execution of the memorandum of agreement for the use of the remaining Federal Highway Administration funds to expand the automobile lot expansion and paving of the shared entrance for Customs & Quarantines lot and the Port's chassis staging lot.

#### *Removal of Abandoned Derelict Vessels*

Removal of Abandoned Derelict Vessels. Through the successful coordination of Guam Environmental Protection Agency, Harbor Master, the Governor, Guam Power Authority, and Commercial staff, we were able to remove and stage the remnants of approximately 13 abandoned derelict vessels which were located inside the Apra Harbor.

### **Engineering Division**

- By selecting projects that focus on preventive maintenance and general maintenance on all Port facilities, the Engineering/CIP has taken a new approach towards implementing CIP Projects that are primarily PAG funded projects.
- Division was able to increase the number of CIP related accomplishments during CY 2020 and FY 2021 by completing various projects from inception through successful completion.
- The Division completed CIP packages related to invitation to bid (IFB), request for quotation (RFQ), request for proposals (RFP) and provided responses to the request for information (RFI) by contractors in support of the Procurement and Legal Divisions.



- The CIP/Engineering Division provided technical engineering know-how in support of the Planning and Operation Divisions for the Grant Applications and complex projects. Other Port Divisions such as Safety, Environmental, Finance, Commercial, Port Police and the Harbor Master have received technical assistance as requested.
- The Division performed and continues to perform construction and overall project management services for almost all port funded Projects.
- CIP/Engineering Division under a PAG Memorandum of Agreement (MOA) with the U.S. Army Reserve is currently performing long-term joint operations (Port Projects) that benefit PAG and the Army Reserve by keeping the reservists' construction skills sharp while maintaining their equipment in a great working condition. These projects will cost the Port minimally as the skilled manpower, equipment and fuel are provided by the Army Reserve free of charge to the Port.
- The Division is building a Strong Engineering Team. In addition to the current and fully competent staff at the CIP/Engineering, the Division has recently increased its capacity while hiring talented staff to include an Administrative Assistant, one Engineer Technician II, one Engineer II, and a CIP Project Coordinator for a total Divisional pool of 8 professionals strong.



### **Harbor Master Division**

#### *Infrastructure Upgrade of HMO Walls, Windows, and Frames*

This upgrade was crucial to avoid a huge electrical safety hazard as well as prevent flooding in the office stemmed from heavy rainfall and the deterioration and corrosion of original walls and window frames. We greatly thank the GM for recognizing this hazard and approving the extra monies needed to complete this project as FEMA only funded the replacement of the windows and frames.

#### *Update and Revision of Harbor Rules and Regulations 12.0 Small Craft*

The 12.0 Small Craft section needed to be updated to reflect current changes in the operation of small craft in Apra Harbor

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and create a distinct area of operation for the safety of all recreational water sports activities. The update complies with Guam Law 10 GAR Chapter 6 Operation of Mechanized Watercraft. This update mirrors the almost completed project of creating rules and fabricating signage for all recreational users of Port Authority of Guam waters which includes delineated boundaries for specific types of activities. This project incorporates new signs to be added at Agana and Agat marina, Route 11 and Seaplane Ramp utilization. - Incorporated the required 'Recreational Water Use Management Plan-RWUMP' Permit by all commercial jet ski operators within Apra Harbor. - Created the Motorized Water Recreation Course-MWRC 'Key Map #003 Apra Harbor' which was approved by the Department of Parks and Recreation.

*Basic Boating Safety Course offered at the Port Authority of Guam*

In collaboration with the GPD Maritime Unit, we were able to host a Basic Boating Safety Course with GPD for commercial jet ski instructors to attend as well as collate with the HR&R 12.0 Small Craft. This course is a requirement for Commercial Jet Ski operators in accordance with the Recreational Water Use Management Plan-RWUMP Permit for jet ski operators. This is very significant as it will create a more skilled vessel operating community and possibly eliminate a mishap in Port Authority of Guam waters. We plan to hold this training on a quarterly basis.

*Created a Recreational Water Use Management Plan to include a Jet Ski course as required by DPR*

Set a location for a Jet Ski course for all commercial Jet Ski operators to utilize as a requirement by DPR. Another effort to collate the HR&R 12.0 section Small Craft

*Awarded Grant for Radar/AIS Vessel Monitoring System with Infrared Camera System*

With the collaborative effort of the Planning Division, HMO was awarded a grant for a system to track and monitor vessels entering and departing Apra Harbor and marinas. This system is unique as it tracks vessels from 12NM away in real time and the infrared camera system will be able to zoom in closely to distinctly identify vessels entering Apra Harbor. This capability is significant in the deterrence of terrorist attacks and drug and migrant interdiction.

**Operations Division**

- All hazardous pay entitled to all Port personnel have been implemented accordingly.
- Implemented OT eligibility for line supervisors as required by the Department of Labor
- Increased Productivity
- Can Count
- Crane Hours
- Project Cargo
- Established new operational procedures to assist Customs with its mandates, ie. inspect cargo at the Port.
- Consolidation of Ops Admin
- Creation of Operations Central
- IT Integration with Terminal Division
- Cross Training
- Crane Operators
  - Winch
  - Equipment Operator
  - Checkers

- Admin – N4
- Right Sizing Manpower Levels
- Addition of 24 Stevedore Casuals, all of which are dispatched to other divisions within Operations and EQMR on an as needed basis and if they have the additional skill-sets to perform those job tasks.
- Continue to do much more with less despite the pandemic.
- Terminal Gatehouse Renovation and Expansion
- Route 11 Auto Lot Inner Access – DPW FHWA
- Implemented two week shift schedule, restoring some semblance of normalcy for the employee’s home-front.

**Equipment Maintenance Division**

- Dirty Pay reinstated for Fleet Mechanics
- Implemented New Scheduling that is CBA compliant
- Consolidated all Planners into one Section
- Right size divisional manpower to facilitate proper succession planning in light of advanced service years of personnel
- Cross Functional Detail Assignments
- Assigned personnel between divisions to assist with workloads, ie. Fleet Mechanic to Crane Mechanic; Crane Mechanic to Fleet Mechanic; Preventive Maintenance Mechanic to Welding
- Integration of Operations Dispatch function with Fleet Division



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- Planned Relocation of the Preventive Maintenance Mechanics Section to W1
- PMC – Crane assessment January 2022
- Crane Mechanic Training First Quarter 2022
- Working with Procurement to revolutionize how the Port has been procuring for parts and equipment.

#### Facilities Division

- Full service provider to all facility maintenance needs of the Port
- Instrumental in the Relocation, Expansion and Renovation of the Customs Offices
- Clearing of the Seawall with the help of Maintenance and Operations personnel.
- Keeping Port facilities clean and reflecting pride for being Port Strong.

#### General Administration/Clerical Services

##### Records Management – Board Resolution 2021-06

Port records are electronically copied and digitally filed and retained. All originals and physical records remain physically filed and securely stored at the Port.

##### Document Management System

Working with IT on implementing a Document Management System, an automated software solution for organizing, securing, capturing, digitizing, approving, and completing tasks within our agency's files.

#### Telephone System

Currently in the market research phase for the purchase of a new VOIP telephone system. Additionally, new phone units were provided to Engineering and Safety Offices as well as the Hagatna Marina satellite office.

#### Email/Scanned Documents

Implemented wherever possible the use of email and scanned documents to reduce the distribution of hard-copies.

#### Legal Counsel Office/Division

Has provided assistance and guidance that has resulted in completion of the following: Real Estate (Commercial)

- Notice of Availability Process and Procedure
- GEDA Leases
- Standardized Port Leases (Marina, Open Space, Dry Dock, etc.)

#### Procurement

- CCTV
- Gantry Crane Demolition
- Hotel Wharf/Route 11 CM and Construction
- F3 and F6 Fendering System
- Owner Agent Engineer
- M&O of F1 Fuel Pier Facility
- Performance Management for Gantry Cranes 4, 5, and 6

#### Civil Service Commission/Superior Court Representation

Other legal matters as directed by the General Manager

### Former Senator Dr. Judith P. Guthertz Joins Port Board of Directors

The Port Authority of Guam has filled the last seat for its Board of Directors. Former Senator Dr. Judith P. Guthertz was confirmed by the Guam Legislature on December 15, 2021. She was appointed to serve for a period of three years commencing July 1, 2020 to June 30, 2023.

She is known as "Dr. J" by thousands of UOG students and her public service career includes Professor of Public Administration & Criminal Justice at UOG and VP of Academic Affairs and Acting President at UOG. She also served Guam as Director of Public Safety, Acting Police Chief and as a Police Reserve Officer.

In a civic capacity, Dr. Guthertz served as a VP of the Guam Constitutional Convention, as an elected member & Chair of the Board of Education, as an elected Commissioner of the Consolidated Commission on Utilities, and as the PIO of the Statehood for Guam Organization & Task Force. She previously served three terms as a Guam Senator.

During the recent 2013-2014 academic term, Dr. Guthertz served the Guam public school system at Untalan Middle School as a certified ESL/Social Studies teacher & as an Adjunct Professor at UOG and GCC. She is also a board member at GVB & has been focusing on initiatives to safeguard tourists visiting Guam.

"We welcome Board member Dr. Guthertz and thank all the Board members for their leadership," said Port General Manager Rory J. Respicio.



### Governor Presents Port Employees with Commemorative Pin at Christmas Luncheon



A luncheon was held at the Container Freight Station on December 22, 2021 for Port employees in celebration of the Christmas season. In attendance was Governor Lou Leon Guerrero who thanked the employees for their hard work and accomplishments this past year. The employees receive a special treat when she presented Acting HR Administrator Shawn Cepeda with the Governor's COVID Response Commemorative pin. The pin honors front-liners who worked during the pandemic like the Port employees who each received a pin as well. The Port was the only government of Guam agency to stay 100% operational during the pandemic. Many employees got sick with the virus, hundreds of Port employees were exposed and we even lost one of our own who lost his fight against COVID-19 and was honored as a front-line warrior.

## Stevedore Casuals Become Classified Employees

Operations Division and Stevedoring Division received an injection of manpower with the recent hiring of casual employees to classified positions.

A large number of job applications were received in response to the announcement.

After careful review of the Port's finances and the performance of all 15 stevedores holding casual positions, General Manager Rory J. Respicio said, "all have proven to be worthy and deserving of being a member of the Port Strong family."

After consultation and support from Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio, the decision was made and announced on December 28, 2021 to permanize all 15 casual employees.

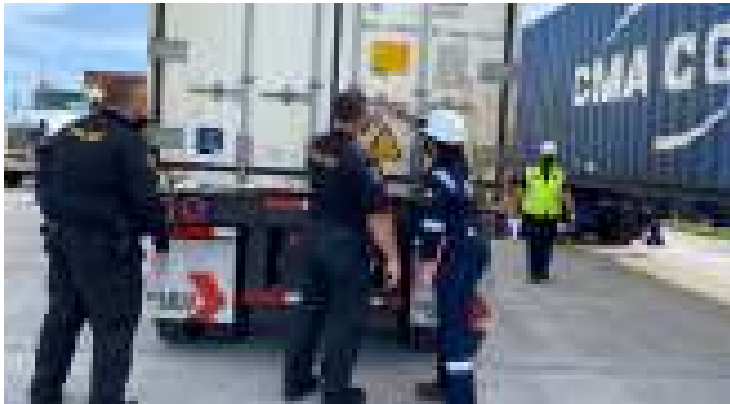
The announcement came as a surprise and left employees speechless, but the excitement and joy could be felt in the room.

As of today, Stevedore Division is 61 employees strong to include eight casuals and three administrative employees. Congratulations and welcome to the Port Strong Family!



## Port Police Holds Joint Enforcement Operation

The Port Authority of Guam held a joint federal and local law enforcement operation conducting surprise regulatory inspections of all containers coming into and out of the Port terminal. Port Police were joined by officials from the U.S. Coast Guard as well as Guam Customs. Inspections were made to detect narcotics as well as hazardous materials and enforcement of proper safety protocols.



## Port Employees Honor Guam's Patron Saint

Our Port Strong Family members joined Acting Governor Joshua Tenorio at Adelup on December 8, 2021 to welcome, honor and offer our prayers to Santa Marian Kamalen, protectress of Guam and the Chamoru people. Because of COVID-19, the traditional procession at Agana Cathedral was canceled. Rather, the statute of our Beloved Mother took a pilgrimage visiting churches and the faithful around the island. Biba Santa Marian Kamalen!



## Unveiling of Anchor 5 at Agat Marina



Congratulations to the Guam Police Department on their new Marine Patrol boat "Anchor 5." The new 2021 31-foot Inventech Marine vessel cost \$484,649 and was 100% federally funded by the United States Coast Guard Recreational Safe Boating Program. The unveiling of Anchor 5 was held this morning at the Agat Marina where dignitaries celebrated the new boat including Acting Governor Joshua Tenorio and Port General Manager Rory J. Respicio and Port Deputy General Manager Dominic Muna.



## Farewell Tribute to Joe Leon Guerrero



The Port Authority of Guam employees held a Farewell Ceremony for our beloved brother and colleague Joseph Fred Leon Guerrero on December 3, 2021. Leon Guerrero started his career with the Port Authority in November 1997. Since then he's held the positions of Maintenance Custodian, Equipment Operator II, Mobil Equipment Dispatcher, Planner-Work Coordinator, and lastly as Transportation Supervisor. Leon Guerrero loved working at the Port Authority of Guam and performed his duties with integrity and value for his fellow co-workers, customers and all Port users. He will be remembered for his dedication to his family, friends and Port Strong Family. Rest in Peace Brother Joe, we will miss you!

## Governor Takes Hands-on Approach to Administering Covid Vaccine

*Note: The following story was published by NBC news on December 30, 2021 and can be found at: <https://www.nbcnews.com/news/us-news/guams-governor-takes-hands-approach-administering-covid-vaccines-rcna10390>*

By Janhvi Bhojwani, NBC News

In Guam, vaccinating against Covid-19 has been an island-wide effort, with the governor of the U.S. territory occasionally stepping in to help.

Gov. Lou Leon Guerrero joined the Guam National Guard and the Department of Public Health and Social Services on Tuesday to administer vaccines at the University of Guam.

Leon Guerrero, a registered nurse, has been lending a hand since vaccines became available in December 2020 in an effort to promote vaccination on the island.

Though she doesn't do it regularly, Leon Guerrero said she administers the vaccines when she thinks it might be impactful. "What more connection could people have than a nurse going out there, vaccinating people, and not only am I a nurse, but their governor," she said. Leon Guerrero said she first vaccinated her medical advisers and the island's lieutenant governor to try to demonstrate support for the vaccine's efficacy.

"It's a real kind of demonstration about our commitment to get our community vaccinated," she said.



When children became eligible, Leon Guerrero returned to the front lines to vaccinate kids, including her grandchildren, to try to convince parents to do the same.

Now, as the island waits to learn whether the omicron variant has been confirmed there, she has taken up the role once again.

"We are assuming that it's already here," Leon Guerrero said. "We're preparing for it by making sure we have increased access to testing and making sure that we are on a major campaign to have our people be boosted."

About 84 percent of the total population and 91 percent of those eligible are fully vaccinated, according to Guam's Joint Information Center.

Leon Guerrero gave credit to Guam's residents for their willingness to cooperate with safety measures and get vaccinated.

Two years into the pandemic, the island of close to 154,000 residents has had a total of 19,531 cases and 270 deaths, according to the Joint Information Center.

Guam has seen a slight increase in the percentage of new Covid-19 cases in the last 14 days, and a decrease in reported deaths, according to an NBC News record of cases.

Leon Guerrero said Guam has faced some challenges combating the pandemic because it is an island territory.

"We are not a state, and we are not a country. We are a territory governed by the U.S. laws, and we have no control over our borders," she said.

Guam got its first three cases in March 2020 as the coronavirus spread across the globe. Without the authority to regulate entry, Leon Guerrero said Guam instead established a quarantine requirement to try to slow the spread.

Officials have also been working to improve testing and access to vaccines, she said.

The island's location in the western Pacific Ocean, east of the Philippines, has also created supply chain challenges.

"You have to think ahead of time about the distance and the shipping time and period in order for you to get your necessary supplies to fight the pandemic," Leon Guerrero said.

"Sometimes we feel isolated," she added. "But we are very creative and innovative in trying to prevent community spread and trying to save lives out here."



John P. Rosario  
 Brenda Ann T. Atalig  
 Gabrielle D. San Gil-Chargualaf  
 Juan C. Borja  
 Bernadette Sterne  
 Paul A. Cruz  
 Melchor B.D. Perez  
 Alan I. Calip  
 David B. Esplana Jr.  
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 Benny G. Cruz  
 Jeric Lawrence A. Navarro  
 George C. Pecina  
 Frankie R.J. Cruz  
 Kenneth A. Santos  
 Amos Jude T. Tajjeron  
 Kiana Marie M. Santos  
 Antonio R. Mesa  
 Enrique S. Conde

Frankie C. Aguon  
 Jasmin K. Santos  
 Noreen B. Babauta  
 Jacqueline Cruz  
 Paul B. Santos  
 Jerome L. Castro  
 Jared J. Anderson  
 Jacob Rico Jr. I. Paunte  
 Shannon T. Quenga  
 Christopher D. Waki  
 Da'ok H. Charfauros

Christmas at the Port

