



PORT OF GUAM
ATURIDAT I 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
Friday, August 30, 2024
Virtual Board Meeting
3:00 p.m.

A G E N D A

- I. CALL TO ORDER
- II. APPROVAL OF MINUTES
 1. June 27, 2024 – 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. Approval of Fiscal Year 2025 Proposed Budget.
 2. Adoption of Board Resolution No. 2024-10 relative to authorizing the Port Authority General Manager to seek clarification with Superior Court on CSC Decision on Case No. 23-AA11T, specific to voting application.
- VII. ADJOURNMENT



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**MINUTES OF THE
REGULAR MEETING OF THE BOARD OF DIRECTORS
Thursday, June 27, 2024**

I. CALL TO ORDER

The Chairperson called the regular meeting of the Board of Directors to order at 3:11 p.m., Thursday, June 27, 2024. Present at the meeting were:

Dorothy P. Harris, Chairperson
Conchita S.N. Taitano, Vice Chairperson
Fe R. Valencia-Ovalles, Board Secretary
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
Atty. Jessica Toft, Port Staff Attorney

Also present was Port Staff.

II. APPROVAL OF MINUTES

a. **May 31, 2024 – Regular Board Meeting:** Director Valencia-Ovalles made motion to approve the minutes of May 31, 2024, subject to correction. The motion was seconded by the Vice Chairperson and was unanimously passed.

III. PUBLIC COMMENTS

- a. **Public Comments:** None.
- b. **Employee Comments:** None.
- c. **PAGGMA Association:** PAGGMA Vice President Steve Muna mentioned that the Port celebrated Chamorro Heritage on March 2024 and Philippine Independence on June 2024. Next event is the 80th Liberation Day Parade of which a planning committee is gearing up with preparations. The Port float is currently being worked on and the theme is *Todu I Tiempos I Pas Para Hita*. PAGGMA is also working on bringing in a healthy vending machine at the Port. Further discussions are being held with vendor.

IV. GENERAL MANAGER'S REPORT

1. **Port Wins Another Transparency Award.** The Port Authority of Guam was awarded First Place Platinum Award for Fiscal Year 2022 Citizen-Centric Report (CCR).

This is the third time the Port has received the First Place “Excellence in Citizen-Centric Reporting Award” from the Association of Government Accountants, Guam Chapter (AGA), and was also recognized by the AGA National’s Certificate of Excellence in Citizen-Centric Reporting. The award was presented on June 26, 2024 during the 2024 AGA Guam Membership Meeting held at the Lotte, Emerald Ballroom. Receiving this prestigious award for a third time shows our team’s commitment to elevating transparency and comprehensible reporting.

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’s Citizen-Centric Report is produced by the Financial Affairs Division under the direction of the Chief Financial Officer Jose B. Guevara, III with the assistance of the Port’s Marketing Division. The award-winning Port Authority of Guam Citizen-Centric Report may be viewed at the Port’s website.

2. **Port receives Certificate of Adequacy.** In collaboration with U.S. Coast Guard and the PAG Team, the Port Authority received its Certificate of Adequacy for Reception Facility for a term of five years. This certifies that the Port Authority, through the Vessel Agents, is compliant in the proper disposal and handling discharge of garbage, regulated garbage, oil, oil residue and oily mixture. In this way, the Port realizes a cost avoidance of \$425K in acquiring the services of a third-party Reception Facility.
3. **MOA – PAG, MARAD and SHPO.** The Port Authority of Guam received a signed amendment to the Memorandum of Agreement (MOA) with the U.S. Department of Transportation-Maritime Administration (MARAD) and the Guam State Historic Preservation Office (SHPO), concerning repairs and upgrades to Pier F-1 and Berths F-2, F-3, F-4, F-5, and F-6 at the Jose D. Leon Guerrero Commercial Port, Apra Harbor, Guam. The project involves repairing concrete cracks, spalled and delaminated concrete, damaged mooring hardware foundations, coating systems, and asphalt and concrete overlays, as well as fender panel rehabilitation and replacement, sheet pile wall repair, slope armoring, and other general repairs. Due to the historical context of Apra Harbor, with over 24 ships and aircraft sunk during WWII, there was an assessment of potential submerged historic resources. However, the likelihood of these resources being present within two or three feet from Wharf F-2 is extremely low. The project complies with the National Historic Preservation Act (NHPA) and relevant federal regulations, and the determination is “no historic properties affected” pursuant to 36 CFR 800.4(d)(1). If archaeological resources or human remains are discovered, PAG will follow the Inadvertent Discovery Plan outlined in Appendix B of the MOA. This information is provided for the Board’s awareness, and no further action or concurrence is required.

The clearance from the State Historic Preservation Office (SHPO) is significant because it ensures that the proposed repairs and upgrades at the Jose D. Leon Guerrero Commercial Port comply with the National Historic Preservation Act (NHPA) and other relevant federal

regulations. This clearance verifies that the project will not adversely affect any historic properties, which is crucial for:

- **Regulatory Compliance:** Ensuring the project adheres to legal requirements under the NHPA and Section 106 of the National Historic Preservation Act, which mandates consideration of historic properties in federal project planning.
- **Project Continuity:** Clearing potential hurdles related to the discovery or impact on historic resources, thereby allowing the project to proceed without delays caused by further archaeological investigations or preservation measures.
- **Preservation of Heritage:** Protecting and preserving any potential historic and cultural resources that might be affected by the project, maintaining the integrity of Guam's historical and cultural heritage.
- **Public Trust and Transparency:** Demonstrating commitment to responsible stewardship of historic resources, fostering public trust, and ensuring transparent communication with stakeholders.

In summary, SHPO's clearance is a critical step in validating that the project will proceed in a manner respectful of and compliant with historic preservation standards. We thank SHPO for their diligent review and clearance of this important document. Additionally, we extend our gratitude to the Port's planning division, headed by Chief Planner Joe Javellana, for their follow-up and dedication to ensuring this project's compliance and success. We will continue to monitor and follow through on the implementation of this plan to ensure compliance and address any findings promptly.

4. **FEMA Typhoon Mawar Public Assistance (PA) Project Updates.**

- **Category A-Debris Removal and Category B-Emergency Protective Measures.** All work associated with Category A – Debris Removal and Category B – Emergency Protective Measures have been completed.
 - Cat A (Debris Removal) - \$71,873.14 Obligated
 - Cat B (Emergency Protective Measures) - \$391,705.62 Obligated

Request for reimbursement for Port actual costs have been submitted to the Guam Recovery Office (GRO) and awaiting payment.

- **Category C, E, G – Permanent Work.**
The following have been obligated by FEMA:
 - CAT E - PAG Vehicles - \$5,685.81 Obligated
 - CAT G – Family Beach Signages - \$25,000 Obligated

Collaboration between Port and FEMA teams in reviewing the remaining damaged PAG building and facilities, to include the fuel piers and wharves are ongoing.

- **Golf Pier Repair Project.** Completed Public Assistance (PA) Peer Review and currently working with PA and Mitigation Specialists to update and quantify direct Typhoon Mawar damages for PA and Hazard Mitigation 406 funding.
- **F1 Repair Project.** Project is now in FEMA's CRC for Review and next steps.
- **F3 Repair Project.** Project is now in FEMA's CRC for Review and next steps.

5. **General Manager's Notes for YTD Finances. We are providing the following summary for May 31, 2024:**

REVENUES AND CARGO THROUGHPUT:

- The Port's Total YTD Operating revenue for May 31, 2024, is \$39.6 million, -1.7% or \$705K lower than the YTD May FY 24 budget revenue projection of \$40.3M.
- The total number of containers handled as of May 31, 2024, is 57,054, 3.7% or 2,049 containers higher than last year's May 2023 YTD total of 55,055. The total tonnage for non-containerized cargos as of May is 144K revenue tonnage, which is 36% higher as compared to last year's May total of 106K revenue tonnage. The increase is primarily from domestic cargos of Roll on Roll off Vehicles.
- The addition of two container/ roll-on, roll-off vessels ("con-ro") by Matson to its weekly visit is the primary reason for the increased in domestic non-containerized cargo by 1,126%. The total Roll on Roll off revenue as of May is \$788K, an increase of 86% or \$363K.

OPERATING EXPENSES:

- Overall Operating expenses, as of May 31, 2024, is \$38.6M, which is 4.8% or \$1.8M higher than the YTD budget for May with a total of \$36.8M. The current total expense as of May is 67% of the total approved FY2024 Budget in the amount of \$57.0M. In October 2023, typhoon Bolivar was anticipated to pass through Guam which resulted to typhoon related expense amounting to \$326K. This was an unforeseen expense that the Port incurred.

OVERTIME EXPENSE AND DIRECT LABOR REVENUE:

- YTD Overtime for Divisions involved in Operations is \$1.0M, 21% or \$177K higher than the overtime budget for YTD May at \$850K. The FY 2024 YTD Overtime as of May is 11% lower as compared to last year's May YTD total of \$1,158,967. The decrease in OT would have been higher but because of the annual employees' salary increase, the overtime rate for each employee also increased in FY 2024.
- The total Direct Labor revenue as of May is \$2.6M, 3.3% or \$84K higher than the FY24 budget of \$2.5M.

Here is the breakdown:

Direct Labor Revenue:	\$ 2,631,296
Operations Overtime:	\$ 1,027,233
Variance:	\$ 1,604,063

YTD OPERATING REVENUES MINUS YTD EXPENSES:

- Operating revenues minus operating expenses resulted in an operating income of \$1.0M. The final result for May is a net income of \$3.2M, after adding the net of Other Income/Expenses totaling \$2.1M. The YTD Net Income is higher by 18.2% than YTD Budget Projection of \$2.7 million.

Note: \$1.9M is a net balance of Other Income and Expense composed of Interest Income, Interest Expense, Federal Reimbursements, Federal Expenses, Retirees COLA, Supplemental, Medical and Dental, and Other Non-Operating Income & Expenses.

Other Financial Highlights, as of May 31, 2024:

- The debt service ratio as of May 31, 2024, is 1.55. This is 24% higher than the Bond Indenture Debt service ratio requirement of 1.25.
- Days Cash on Hand as of May is 826 days, 65% or 326 days higher than the 500 days requirement of Moody's Rating agency.

Annual Debt Service Coverage	1.55
Required Debt Service Coverage	1.25
Variance	0.30
% Variance	24%

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

- **USDHS/FEMA Port Security Grant Program.**
 - 2023 PSGP Investment Justifications Projects - \$124,779
Acquisition of: Two (2) Port Police Boat Trailers, Port Police laptop and accessories, and Port Police PPEs. *Update:* Currently in procurement process.
 - 2024 PSGP Investment Justifications Projects - \$1,197,006
PAG application submitted on June 24, 2024 for the following:
 - \$420,000 - Cybersecurity Authentication Upgrade to Domain Controllers with Active Directory, RSA Tokens, DNS, DHCP, FS, and WSUS.
 - \$90,300 - Firewall (Sonic Wall) Upgrade to Robust/Redundant Setup and Three (3) Year Subscription Intrusion Detection System.
 - \$349,173 - Security Bollard and Spike Systems at PAG Main Gate 1.
 - \$144,306 - Security Cameras at the Hagat Marina and System Updates.
 - \$193,227 - Modular Floating Dock System with Gangway and Sinkers/ Anchors.
- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.**
Update: A/E Designer, AM Orient is reviewing the EDA site certificate required to satisfy the grant award conditions and will provide a draft for PAG review.

- **Gantry Crane Acquisition.**

- **Acquisition of an STS Gantry Crane by the PAG.** PAG application was submitted on June 17, 2024 to OLDCC's Defense Community Infrastructure Program (DCIP) to fund one (1) Ship-To-Shore (STS) Gantry Crane. Project total cost is \$19,950,000 (DCIP at 70% or \$13,965,000 and PAG at 30% or \$5,985,000).

- **USDA Direct Loan.** PAG Finance was assigned to develop a request for proposal to select a lender to provide commercial loan financing for replacing the PAG's Ship-to-Shore Gantry Cranes and acquiring additional cargo handling equipment, e.g., Tractors, Telescopic 150 Ton Crane, Top lifters, and Forklifts. Port Team is working with the local USDA office in completing the application process. USDA Guidance has been provided with regards to the type of procurement that the Port will be executing. – *Status Quo*

- **MARAD Marine Highway Program.** The Grant Agreement for MARAD FY 2022 America's Marine Highway was effectuated on August 4, 2023.

Update: The IFB for the purchase of five 5.5-ton forklifts is being re-bid to remove the Build America, Buy America (BABA) requirement, which was recently waived by the U.S. Department of Transportation for Pacific Islands. The contract and purchase order for the nine (9) terminal yard tractors is routing for signature, following the PUC approval on May 30, 2024. The contracts and purchase orders for the reefer generators and telescopic boom lift were signed and issued June 5th and 6th, respectively.

- **Office of Local Defense Community Cooperation.** The PAG's recent grant application, totaling \$1.45M for its OAE, to conduct a Port Resiliency and Sustainability Study, was granted by OLDCC through the Office of the Governor.

Update: On June 20, 2024, Jacobs indicated they are on track to meet the July 2024 deadline to submit PAG's Baseline GHG Emissions Inventory, and the August 2024 interactive workshop to gather PAG's input on proposed ZE scenarios. Also, Jacobs confirmed their participation at the BSP Assembly of Planners Symposium Guam, scheduled for August 8, 2024.

- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** PAG requested a no cost scope modification to the original F1 Pier and Wharves F2 – F6 repairs under the RAISE grant whereby funding for F1 Pier will be shifted to supplement funding for wharves F2 – F6.

Update: On June 20, 2024, MARAD indicated that the project's budget breakdown collaboration with PAG and WSP has been finalized and will be included in their internal White Paper. The official approval on the scope modification should be soon.

- **Office of Insular Affairs Maintenance Assistance Program (MAP).**

- Port Welding Shop Phase 1 & 2 project. Awarded in 2020 & 2021. Seeks to repair concrete spalling and cracks on the exterior of the building and apply the proper

protective coating once the exterior is fully repaired. The other component of the PAG's funding application is the acquisition of specialized equipment for the Welding Section to support the maintenance of its gantry cranes and other heavy-duty equipment. *Update:* Procurement packet currently under legal review.

- Generator Maintenance Program. Awarded on June 29, 2022. Hawthorne Pacific Corporation signed the purchase order on May 8, 2023. On June 28, 2023, requisitions were entered into the system and a total of eight (8) purchase orders were awarded on October 23, 2023, to three (3) different vendors: Landscape Management Systems, Inc., Far East Equipment Co. LLC., and Hawthorne Pacific Corporation. Genset maintenance/services and parts deliveries are ongoing. – *Status Quo*
- U.S. EPA Clean Ports Program: Climate and Air Quality Planning Competition. Program aims to reduce air pollution and greenhouse gas emissions at ports by supporting projects that adopt cleaner technologies and practices, improve air quality, and enhance public health.

Update: On May 28, 2024, PAG submitted a \$2,410,415 grant proposal to fund the Net Zero Emissions Strategy Update and Implementation Plan. U.S. EPA will announce selection decisions between August and September 2024 and tentatively plans to issue awards by December 2024.

- **New Grant Opportunity-** U.S.EPA Environmental and Climate Justice Community Change Grants Program/Inflation Reduction Act Community Change Grants Program. Application deadline: Nov. 21, 2024

Update: On June 14, 2024, PAG received an invitation from Community First Guam Federal Credit Union (in partnership with the Guam Facilities Foundation, Inc.) to partner as a Collaborating Entity for their EPA grant application under the Community Change Grants Program (CCGP). The CCGP may provide PAG with \$10-\$20 million in funding for community-driven projects that help mitigate the effects of climate change, including more energy-efficient generation, waste management, storm water and flood mitigation projects, and building resilience to typhoons and other disasters.

7. **Port Revenue Bonds Project Status.** As of June 25, 2024, 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 Valencia-Ovalles made motion to accept the General Manager's Report as presented, seconded by the Vice Chairperson. Motion was unanimously approved.

V. OLD BUSINESS

1. **Authorization to proceed with request for creation of position: Environmental Compliance Administrator (motion to approve the creation of position transparency compliance as mandated by Title 4, GCA, Section 6303.1).** On May 31, 2024, the Board of Directors authorized management to proceed with the transparency process for the creation of position – Environmental Compliance Administrator. The General Manager mentioned that to comply with the transparency process as mandated by 4 GCA Section 6303.1, the creation of position documents were posted on the Port's website, port employees were notified, and notification was also provided to electronic and written media outlets. The postings and notifications were provided on June 4, 2024, and deadline to submit comments was on June 18, 2024. There were no comments received by the Port employees or the general public regarding the creation of the position. Based on this, the transparency requirements have been met and Board approval is being requested for adoption of the Environmental Compliance Administrator position to be established in the classified service at a Pay Grade L. Director Valencia-Ovalles made motion to adopt the transparency process for the creation of the Environmental Compliance Administrator position, seconded by the Vice Chairperson. Motion was unanimously approved.

VI. NEW BUSINESS

1. **Adoption of Board Resolution No. 2024-08.** The Vice Chairperson made motion to adopt Board Resolution No. 2024-08 relative to approving the creation of Environmental Compliance Administrator position in classified service as authorized under Title 4, Guam Code Annotated, Sections 6303(d) and 6303.1 Motion was seconded by Director Valencia-Ovalles and was unanimously approved.

2. **Adoption of Board Resolution No. 2024-09.** After discussion, the Vice Chairperson made motion to adopt Board Resolution No. 2024-09 relative to conducting a triennial valuation of real property and facilities for insurance purposes at the Port Authority of Guam, subject to include the following: “, including aerial photographs”, seconded by Director Valencia-Ovalles. Motion was unanimously approved.

VII. ADJOURNMENT

There being no further business to discuss, it was moved by Director Valencia-Ovalles and seconded by the Vice Chairperson to adjourn the meeting at 3:52 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





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General Manager's Report for Board of Directors
August 30, 2024

- 1. Stevedoring Superintendent Reed Topasna Dies in Tragic Hiking Accident.** Port Authority of Guam Stevedoring Superintendent Reed Topasna died August 24, 2024 during a hiking expedition at the Mount Taene area in Santa Rita-Sumai. Reed was with a group of fellow hikers when he fell into a 35-foot hole during the hike. Despite efforts to rescue Reed and airlift him to Naval Hospital via a military helicopter, he passed away from his injuries. Reed was a well-known hiker in the community where he served as President of the non-profit hiking organization Guam Boonie Stompers. His days off were often spent hiking and exploring the beauty of our island.

Reed began his employment at the Port on October 10, 2001, as a Stevedore. His exceptional performance led to a promotion to Stevedore Leader on June 26, 2006. His unwavering dedication caught management's attention, and when a Stevedore Supervisor I position opened up, Reed expressed interest and competed for the role. As a result, he was promoted to Stevedore Supervisor I on June 30, 2014.

Reed's unwavering commitment to the Port and its mission became evident as he consistently demonstrated his teamwork and leadership skills to management. Over a span of more than five years, from September 2017 to May 2023, he excelled as an Acting Stevedore Supervisor II. When the Stevedoring Superintendent retired, management entrusted several leaders within the Stevedoring Division with the role of Acting Stevedoring Superintendent. Reed seized the opportunity and performed admirably in this capacity. As a result, I, as General Manager, proudly selected Reed as Stevedoring Superintendent on May 6, 2024, through the competitive selection process.

Throughout his career, Reed received numerous letters of appreciation for his professional services rendered to the Port and its customers and received awards for service, including Outstanding Work Center of the Quarter in February 2005 and April 2023, Nominated by his superiors for Supervisor of the Quarter from July to September 2006 and January to March 2023.

Reed significantly contributed to the agency's growth, particularly in safeguarding Guam's supply chain. Reed consistently upheld the highest standards of integrity, treating fellow employees and Port customers with respect. His outstanding performance in fulfilling his duties and responsibilities is commendable.

Reed had a special light about him. He was always upbeat and positive, no matter the challenges before him. He loved the Port so much and inspired many, including myself. Reed will be deeply missed but never forgotten.

Additionally, Port Police organized a Remembrance Walk in honor of Reed yesterday afternoon, attended by his Port family, relatives, hiking community, and even middle and high school classmates. Port Police adjusted their regularly scheduled physical fitness event to hold Reed's memorial, and we thank them for creating such a memorable and well-attended tribute in his honor.

Mass and rosary are being held nightly at St. Jude Church in Sinajana. Funeral arrangements are set for September 9, 2024, at Our Lady of Peace and Safe Journey Catholic Church in Chalan Pago from 9:00 a.m. to 12:30 p.m., with the Funeral Mass at 1:00 p.m. On the same day at 8:00 a.m., Reed's body will

arrive at the Port for a proper greeting and send-off by the Governor, Lt. Governor, our Board, and all Port employees.

Our continued prayers and condolences go out to Reed's family, particularly Loretta Lynn Topasna, a member of our Port Strong Family, his daughter Shantae Cabrera, and his sons Blayz Reed Topasna, Rayden Zane Topasna, Sky San Augustin, Ryu Topasna, and Rafael Taitano. We also extend our deepest condolences and prayers to his siblings, Ryan and Ron Topasna, his sister Lorilee Crisostomo, his parents Ramon Tainatongo Topasna and Lucia Lydia Sanchez Topasna, his family, and Reed's Port Strong Family and members of his hiking community.

- 2. Port, together with DISID and Veterans Affairs Personnel Help Ready Jose Rios Middle School.** The Port Authority of Guam assisted Jose Rios Middle School with the preparations needed to open the school to students. The Port, the Department of Integrated Services for Individuals with Disabilities, and the Office of Veterans Affairs joined together to assist Jose Rios after Governor Lou Leon Guerrero called on the Government of Guam agencies to participate in her efforts to prepare the schools for the school year.

The Office of the Governor met with Guam Department of Education (GDOE) facilities personnel on August 12, 2024 and received a punch list of work required for schools to pass inspections. According to GDOE personnel, most schools need major work on restrooms and HVAC. Based on their assessments, GDOE needs more materials for restroom facilities, including toilets, urinals, faucets, and sinks. Once the punch lists were ready, Port personnel did an on-site assessment of the work needed at Jose Rios Middle School, and then personnel were deployed to prepare the school for students.

The administration values the safe return of our children to their schools, and we were glad to be a part of helping Jose Rios Middle School. The team has been working diligently and has fixed the electrical panel, completed restroom repairs, and fixed light fixtures in classrooms and the gym. Work is ongoing to assess and address HVAC units and replace the school's transformer.

"Their efforts truly reflect their commitment to the well-being and safety of our school community," said JRMS Principal Mariann Lujan. "On behalf of our faculty, staff, students, families and our community, we extend our deepest appreciation for all the support provided by Port Authority of Guam."

According to a release from the Governor's office, the repairs needed for many schools are extensive due to many years of deferred maintenance. "Schools need to be maintained year-round, not once a year, before schools start," the Governor's Office said in a statement. "The Governor does not have control over GDOE's maintenance or procurement."

Update: As of 10:50 am, Jose Rios Middle School has passed inspection and is ready to open.

- 3. Succession Planning for a Resilient and Sustainable Workforce.** The Port Authority of Guam continues to prioritize workforce development with the completion of a series of training programs aimed at enhancing the skills, safety and operational efficiency of its workforce aligning with the Port's 2024 Look Ahead geared toward empowering employees.
 - **Gantry Crane Operator Training: August 12 - 16, 2024:** 21 employees attended the Gantry Crane Operator training, a 40-hour course designed to equip them with the knowledge and

skills necessary to operate one of the most critical pieces of equipment at the port. This training emphasized both the technical and safety aspects of crane operation, underscoring our commitment to the safety and professional development of our dockside team.

- **Rigging and Signal Person Training: August 21 and 22, 2024:** The rigging and signal person training was conducted over a two-day period wherein 14 employees attended on each day, totaling 33 trained employees. This course focused on the skills required for rigging and signaling which are essential for ensuring safe and efficient lifting operations. Proper rigging and signaling not only enhances operational efficiency but also significantly reduces the risk of accidents.
 - **Forklift Training: August 28 and 29, 2024:** A total of 18 employees attended Forklift Training held on August 29, 2024. The training is part of our broader strategy ensuring all employees who operate heavy equipment within the terminal yard are fully certified and capable of maintaining safety standards and equipment efficiency.
 - **Procurement Basic Training:** Eight employees are attending the Guam Community College's Procurement Basic Training Course beginning on August 20 and ending in September. The 18-hour course offers a comprehensive introduction to the public procurement process, with a specific focus on the Government of Guam procurement law. Designed to provide a thorough understanding of the "nuts and bolts" of procurement, the course will cover essential principles, methods, and practices, ensuring students grasp the critical aspects of fiscal responsibility and legal compliance within the framework of Guam's procurement statutes.
 - **Aligning with the "Port Strong" Vision:** Collectively, these training sessions are integral to our initiative emphasizing the importance of empowering all employees through continuous skill development and career advancement opportunities. Our focus remains on fostering a workplace where every employee, whether on the dock or in administrative roles has equal access to training and development opportunities. Furthermore, by promoting from within and ensuring that our staff are well-equipped to handle their roles, we are not only enhancing individual career prospects but also contributing to the overall resilience and operational efficiency of the Port. We will remain steadfast in our commitment to the professional growth, safety and operational efficiency of our workforce as we continue to build a resilient and sustainable future through strategic succession planning and continuous training and development.
4. **Port Enhances Certification Accountability.** Training and development have been key priorities for the Port Authority of Guam, as highlighted in the 2018 Leon Guerrero-Tenorio Transition Report. Over the past few years, significant strides have been made in enhancing the Port's training programs to ensure a well-equipped and skilled workforce that meets the demands of our evolving industry.

On March 18, 2024, Kenneth R. Perez joined the Port as a Personnel Specialist IV, leading the continued implementation of the initiative to further strengthen the Port's training and development program. This initiative directly supports the goals outlined in the transition report to build a more capable and efficient workforce within the Government of Guam.

Since the launch of this initiative, the Port has focused on expanding training opportunities, improving certification tracking, and fostering professional growth among employees. Perez, who brings extensive

experience from his work with the Ship Repair Facility, COMNAVMAR, has been instrumental in driving these efforts forward. His decision to join the Port was driven by a desire for career advancement, professional development, and the opportunity to contribute to the Port's mission.

Perez's current focus is on creating a comprehensive catalog of all employees and their required certifications to ensure compliance and uphold the agency's high standards. These efforts aim to improve operational efficiency, ensure safety compliance, and foster professional growth among the Port's staff—all of which align with the objectives set forth in the 2018 Transition Report, and the 2024 Look Ahead.

The Port's training program has evolved significantly, with an emphasis on making sessions more engaging and interactive. Hands-on activities, real-life scenarios, and group discussions are being incorporated to encourage active participation and collaboration. Key training areas include safety procedures, equipment handling, and customer service, alongside courses on leadership skills and time management to support personal development.

Additionally, regular feedback sessions are planned to encourage employee input and foster a sense of ownership in the training program. The ultimate goal is to create an environment that motivates and inspires employees, resulting in a more committed and productive workforce.

The Port is proud of the significant strides made in training and development over the past few years. These efforts align closely with the strategic goals set forth in the 2018 Leon Guerrero-Tenorio Transition Report and the 2024 Look Ahead, which demonstrate our ongoing dedication to enhancing the workforce and achieving operational excellence.

5. General Manager's Notes for YTD Finances. We are providing the following summary for July 31, 2024:

• **REVENUES AND CARGO THROUGHPUT:**

- The Port's Total YTD Operating revenue for July 31, 2024, is \$50.1 million, -0.6% or \$302K lower than the YTD July FY 24 budget revenue projection of \$50.4M.
- The total number of containers handled as of July 31, 2024, is 71,732, 1.4% or 1,007 containers higher than last year's July 2023 YTD total of 70,725. The total tonnage for non-containerized cargos as of July is 178K revenue tonnage, which is 17% higher as compared to last year's July total of 152K revenue tonnage. The increase is primarily from domestic cargos of Roll on Roll off (Ro-ro) Vehicles.

The addition of two container/ roll-on, roll-off vessels ("con-ro") by Matson to its weekly visit is the primary reason for the increased in domestic non-containerized cargo by 172%. The total Roll on Roll off revenue as of July is \$1M, an increase of 91% or \$481K.

• **OPERATING EXPENSES:**

- Overall Operating expenses, as of July 31, 2024, is \$48.3M, which is 5.1% or \$2.3M higher than the YTD budget for July with a total of \$46M. The current total expense as of July is 81% of the total approved FY2024 Budget in the amount of \$57.0M. In October 2023, typhoon

Bolivar was anticipated to pass through Guam which resulted to typhoon related expense amounting to \$326K. This was an unforeseen expense that the Port incurred.

- **OVERTIME EXPENSE AND DIRECT LABOR REVENUE:**

- YTD Overtime for Divisions involved in Operations is \$1.3M, 24% or \$255K higher than the overtime budget for YTD July at \$1.1M. The FY 2024 YTD Overtime as of July is 32% lower as compared to last year's July YTD total of \$1,940,231. The decrease in OT would have been higher but because of the annual employees' salary increase, the overtime rate for each employee also increased in FY 2024.
- The total Direct Labor revenue as of July is \$3.3M, 4.3% or \$138K higher than the FY24 budget of \$3.2M.

Here is the breakdown:

Direct Labor Revenue:	\$ 3,322,188
Operations Overtime:	\$ 1,318,129
Variance:	\$ 2,004,059

- **YTD OPERATING REVENUES MINUS YTD EXPENSES:**

- Operating revenues minus operating expenses resulted in an operating income of \$1.8M. The final result for July is a net income of \$4.4M, after adding the net of Other Income/Expenses totaling \$2.6M. The YTD Net Income is higher by 30.4% than YTD Budget Projection of \$3.3 million.

Note: \$2.6M is a net balance of Other Income and Expense composed of Interest Income, Interest Expense, Federal Reimbursements, Federal Expenses, Retirees COLA, Supplemental, Medical and Dental, and Other Non-Operating Income & Expenses.

- **Other Financial Highlights, as of July 31, 2024:**

- The debt service ratio as of July 31, 2024, is 1.55. This is 24% higher than the Bond Indenture Debt service ratio requirement of 1.25.

Annual Debt Service Coverage	1.57
Required Debt Service Coverage	1.25
Variance	0.32
% Variance	26%

6. **Port Receives a Clean Audit Report and Prestigious Award.** The Port Authority of Guam has achieved another significant milestone by receiving a clean audit report for the fiscal year ending September 30, 2023. This independent audit, conducted by Ernst and Young LLP (EY), confirms that the Port's financial statements are accurate and reliable, reflecting the Authority's strong financial position in accordance with accounting principles generally accepted in the United States.

- **Key Audit Highlights:** Independent auditors EY issued an unmodified (clean) opinion, affirming the accuracy and reliability of the Port's financial statements. The Port's assets plus deferred outflows exceed liabilities plus deferred inflows by \$31 million, marking a 17.4% increase in net position from the previous year. No material weaknesses, significant deficiencies, or noncompliance material were found in the Port's internal control over financial reporting. Conducted according to Government Auditing Standards, a clean opinion was also issued regarding the Port's compliance with major federal programs.
- **Financial Performance and Resilience:** Despite challenges from Typhoon Mawar and COVID-19, the Port Authority of Guam demonstrated robust performance. Operating revenues increased by \$2.9 million to \$60.6 million, while operating expenses (excluding depreciation) rose by \$1.5 million to \$56 million. Non-operating revenues were bolstered by \$2.8 million in U.S. Government operating grants and \$2.6 million in interest income.
- **Capital Investments and Modernization:** The Port made significant strides in infrastructure development, including waterline replacements and relocation, EQMR Building upgrades, and warehouse repairs. Progress continues on acquiring new gantry cranes, removing inoperable cranes and other assets, and improving security systems and fuel pipeline connectivity.
- **Future Outlook:** Looking ahead, the Port continues to focus on infrastructure development, sustainability initiatives, and operational efficiency. The 2023 Master Plan, Port Readiness, and Sustainability Studies all emphasize modernization and environmental sustainability to ensure future port and military readiness, ensuring resiliency and continuity of operations.
- **Operational Resilience:** The Port's rapid recovery after Typhoon Mawar, with operations resuming within four days, underscored its resilience and commitment to supporting Guam's supply chain.
- **Continuing Disclosure Annual Report:** The report highlighted strong financial performance with operating revenues of \$60.615 million and major contributions from cargo throughput charges, equipment and space rentals, crane surcharges, and wharfage charges. Top revenue contributors included Matson Navigation Inc., American President Lines Ltd., and Marianas Steamship Agencies. Net revenues available for debt service were \$13.192 million, with a 2.29x debt service coverage ratio exceeding the indenture requirement of 1.25x.
- **Prestigious Award:** The Port Authority of Guam has also been awarded the Platinum Award for "Excellence in Citizen-Centric Reporting" by the Association of Government Accountants (AGA) Guam Chapter, highlighting its dedication to accountability and transparency. This is the third time the agency has been recognized for this achievement.

Governor Lou Leon Guerrero expressed pride in the audit results, stating, "This clean audit report is a testament to the Port Authority's dedication to financial integrity, transparency, and prudent management. It reflects the exceptional efforts of the entire team in ensuring that our seaport remains a vital and efficient hub for Guam's economic and military activities, as well as its crucial importance to national security and the defense of our nation."

Governor Leon Guerrero added, “This audit will further strengthen the Port’s credit worthiness in the Capital market making it a more attractive financial investment. As a result, it will have a wider range of financial access for capital projects moving further along its modernization goals.”

Lt. Governor Josh Tenorio emphasized the Port’s crucial role, saying, “I commend Port Management and its fiscal team for the excellent work stabilizing port finances and administrative operations. The Port’s strategic initiatives are essential in maintaining Guam’s economic resilience and enhancing operational readiness to support vital operations on Guam, Micronesia, and throughout the Indo-Pacific region.”

“These continued accomplishments highlight the Port’s unwavering dedication to modernizing our facilities, enhancing our cargo handling capabilities, and driving Guam’s economic growth and sustainability,” said Port General Manager Rory J. Respicio. “Our team’s hard work and commitment to excellence make these achievements possible. We deeply value all Port employees, our board, the Governor, Lt. Governor, and partners, whose dedication and expertise are the cornerstone of our success,” said Respicio.

7. Port Prioritizes Work-life Balance. To prioritize work-life balance and employee wellness, we launched a program encouraging all employees to engage in regular wellness activities. Recognizing that the workforce’s well-being is key to our success, we organized various events led by different divisions to promote health and camaraderie among Port employees. We’ve always emphasized that Port employees are the backbone of this agency, and with their hard work, the Port is where it is today. We’re committed to the health and well-being of our employees, acknowledging the importance of a safe and clean working environment. A healthy mind—encompassing emotional, psychological, and social well-being—crucially influences how we manage stress, build relationships, and make decisions.

The wellness program began on June 17, 2024, with a Seawall Walk, marking the start of weekly events. This initiative aims to make wellness activities a regular feature at the Port, with each division responsible for organizing an event. The events include the following:

Division	Date	Wellness & Fitness Activity
Human Resources	June 26	Free Form Exercise
Finance	July 5	Dodgeball
Commercial	July 12	Workout Exercise
Marketing	July 15	Health Screening
Stevedoring	July 25	Free Form Exercise
Information Technology	August 2	Seawall Walk
Transportation	August 9	Seawall Walk
CIP/Engineering	August 14	Stress and Mental Health Session
Facility Maintenance	August 22	Nutrition Education
Port Police	August 29	Seawall Walk

We are grateful for all the port employee’s participation and look forward to continued weekly wellness program activities.

8. Port Unveils Challenge Coins Honoring Our Employees. We unveiled our own challenge coin on July 18, 2024, in a ceremony where management presented each employee with a coin. This meaningful tradition, inspired by the military, symbolizes unity, pride, and camaraderie among Port Strong employees. Each Port employee plays a vital role in ensuring the flow of goods, services, and economic activity, as well as contributing to national security and the region’s prosperity.

The coin's design, chosen by employees through a survey, reflects their input and pride. These coins serve as keepsakes and reminders of the collective effort that drives the Port Authority's success. Crafted with the Port Authority of Guam's Port Strong insignia, these coins are a token of appreciation for each employee's hard work and dedication. Along with the fair and quality workplace we have provided over the years, they encapsulate our values and mission, fostering a sense of belonging and unity.

9. **Port Participates in DYA Summer Youth Program.** The Port Authority participated in the Governor's Summer Youth Employment Program, welcoming eighteen summer interns who were assigned to various divisions to learn about divisional goals, roles, and responsibilities. The internship took place from June 17 to July 19, 2024, and we are proud to have presented each intern with a well-deserved award for completing their six-week internship with the Port Authority of Guam. The program was conducted through the Department of Youth Affairs.
10. **Port Float Highlights Employee's Pride in Service.** On July 21, 2024, the island celebrated its 80th Guam Liberation Day Parade. The Port's annual participation included the agency's float entry, which earned third place in the local Government Float category. This year's theme was *Todu i Tiempo i Päs Para Hita* (Peace for Us Always).

Our heartfelt thanks to all our dedicated Port Strong employees who turned our float vision into reality. Special recognition goes to the Liberation Day float planning committee, headed by the CIP/Engineering, Planning, and Marketing divisions, with support from all other divisions, including Operations and Equipment and Facility Maintenance, who played a critical role in designing and building the float. From the committee members who meticulously designed another award-winning float to our hard-working teams in the yard who brought the vision to life and to everyone who added the final touches—these efforts have not gone unnoticed. We also recognize those who set up and manned the Port's hospitality tent during the parade and also the clean-up committee. Thank you, team!

This epitomizes what it means to be Port Strong: the ability to unite, demonstrating unparalleled strength and pride in serving the people of Guam at the Port Authority of Guam.

11. **Port Owners/Agent Engineer Visit.** The Port's OAE Consultant, WSP, visited the Port from July 31, 2024, through August 8, 2024, to continue discussions on the Port's Modernization Program. During their meetings with the Port team, several critical matters were addressed, including an Emissions Workshop, Zero Waste initiatives, Hotel Wharf Design Review, Military Readiness, 2024 grants, FEMA Pier F1 Update, TOS Update, and progress on the new STS gantry cranes.

WSP, the Port's owner agent, also provided updates on their Task Order Deliverables and held key discussions with senior management regarding the tariff. WSP USA, the U.S. operating company of WSP, is one of the world's leading engineering, environmental, and professional services firms. Recognized in 2023 on TIME's list of the world's best companies and Fortune's Change the World list, WSP is committed to driving social impact and Environmental, Social, and Governance (ESG) goals. In the U.S., WSP brings together engineers, planners, technical experts, strategic advisors, and construction management professionals dedicated to serving local communities. WSP designs lasting solutions in the buildings, transportation, energy, water, and environmental markets. With approximately 14,000 employees in 300 offices across the U.S., WSP partners with its clients to help communities prosper.

12. **BSP Assembly of Planners Symposium – Port's ZEZW Presentation.** On August 8, 2024, PAG Board Vice Chairperson Conchita Taitano, alongside members of the Jacobs team, presented the Port's Sustainability and Resiliency Study at the BSP's 9th Annual Assembly of Planners Symposium at the Hyatt Regency. The presentation, entitled "Charting a Sustainable Maritime Future: The Port Authority of Guam's Zero Emissions and Zero Waste Strategies," was a mix of both virtual and in-person updates on the status of the Port's efforts toward developing its strategies to achieve net zero emissions and zero waste. The proposed strategies align with the Government of Guam's initiative to provide sustainable solutions, aiming for a greener Guam by preserving the island's natural resources through a whole-system approach and a circular economy.

13. **PAG meets with USDA Wildlife Services Guam.** USDA Wildlife Services Guam regularly inspects outbound cargo at the commercial port for invasive brown tree snakes and monitors snake traps around the port. On August 5, 2024, USDA Wildlife Services contacted the Port to address concerns about aggressive stray dogs posing safety risks to their team, port personnel, and patrons. The dogs have become increasingly hostile, attacking vehicles and making it unsafe for canine handlers to conduct inspections. USDA Wildlife Services offered their expertise in trapping and safely removing the dogs. A meeting with Port management and USDA Wildlife Services on August 19, 2024, discussed mitigation and coordination efforts.

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

- **USDHS/FEMA Port Security Grant Program.** The Port received \$124,779.00 from the 2023 PSGP that included the following Investment Justifications (projects):
 - Acquisition of Two (2) Port Police Boat Trailers. *Update:* Trailers are on island and being retrofitted for delivery to the PAG.
 - Acquisition of Port Police laptop and accessories. *Update:* Laptops have been delivered to PAG IT and are currently being configured prior to distribution to Port Police.
 - Acquisition of Port Police PPEs. *Update:* Procurement process ongoing.

On June 24, 2024, PAG submitted the following Investment Justifications (IJ/projects) to USDHS/FEMA under the 2024 Port Security Grant Program for a total grant application of \$1,197,006. *Update:* The projects listed below were not awarded in the FY2024 funding cycle.

- IJ#1 - Cybersecurity Authentication Upgrade to Domain Controllers with Active Directory, RSA Tokens, DNS, DHCP, FS, and WSUS, total project cost \$420,000
- IJ#2 - Firewall (Sonic Wall) Upgrade to Robust/Redundant Setup and Three (3) Year Subscription for 24/7/365 Intrusion Detection System (IDS), total project cost \$90,300; IJ#3 - Acquisition and Installation of Security Bollard and Spike Systems at PAG Main Gate 1, total project cost \$349,173
- IJ#4 - Acquisition and Installation of Security Cameras at the Hagat Marina and System Updates, total project cost \$144,306
- IJ#5 - Acquisition and Installation of a Modular Floating Dock System with Gangway and Sinkers/Anchors, total project cost \$193,227

- **U.S. Economic Development Administration (EDA) Fuel Pipeline Connectivity Project.** *Update:* AM Orient is awaiting the final geotech report to complete the 90% Design Submittal.
- **Gantry Crane Acquisition.**
 - **PAG Procurement Bid.** Procurement will be moving forward with the procurement process and start the requisition of potentially two (2) cranes.
 - **OLDCC DCIP Program.** On June 17, 2024, PAG submitted a proposal to the Office of Local Defense Community Cooperation (OLDCC) through the Defense Community Infrastructure Program (DCIP). The goal is to secure funding for the replacement of a crucial Rail Mounted Ship-to-Shore Gantry Crane. This project, with a total cost of \$19,950,000, aims to enhance the port's operational capabilities. A significant portion of the funding—70% or \$13,965,000—is sought from DCIP, while the remaining 30% or \$5,985,000 will be provided by PAG as non-federal contributions. *Update:* The Port was not invited to submit a grant application for this project.
 - **USDA Direct Loan.** PAG Finance is assigned to develop a request for proposal to select a lender to provide commercial loan financing for replacing the PAG's Ship-to-Shore Gantry Cranes and acquiring additional cargo handling equipment, e.g., Tractors, Telescopic 150 Ton Crane, Top lifters, and Forklifts. Port Team is working with the local USDA office in completing the application process. USDA Guidance has been provided with regards to the type of procurement that the Port will be executing. *Update:* Status quo.
- **MARAD Marine Highway Program.** The Grant Agreement for MARAD FY 2022 America's Marine Highway was effectuated on August 4, 2023 for the purchase of two 40-ton loaded container handlers, three 10-ton empty container handlers, nine terminal yard tractors, two refrigerated container (reefer) generators, five 5.5-ton forklifts, and one telescopic boom lift.
Update: Contract and PO 19902-OS for the nine (9) terminal yard tractors were awarded on July 23, 2024. Bid documents for the forklift purchase are under legal review.
- **Office of Local Defense Community Cooperation.** The PAG's recent grant application, totalling \$1.45M for its OAE, to conduct a Port Resiliency and Sustainability Study, was granted by OLDCC through the Office of the Governor.
Update: On July 30 and August 1, 2024, Jacobs presented the PAG's Baseline GHG Emissions Inventory (target deliverable 1, TO 14.3.1) and facilitated an interactive workshop to gather PAG's input on proposed ZE scenarios. Additionally, Jacobs presented at the BSP/Assembly of Planners Symposium Guam on August 8, 2024. The proposed Zero Emissions strategies and solutions will be presented to the PAG management in early September. Jacobs will deliver the draft Port Sustainability and Resiliency Plan Report in October and the finalized report in November.
- **EPA Diesel Emissions Reduction Act (DERA) Program.** A purchase order for four (4) terminal yard tractors was issued to American Material Handling, Inc. on May 2, 2023. The four units were accepted by the PAG on April 18, 2024.

Update: PAG Procurement issued PO No. 20063-OS on August 27, 2024 for the purchase of two additional units to complete grant program. Delivery is anticipated within 250 days.

- **US DOT Rebuilding American Infrastructure with Sustainability and Equity (RAISE) Grant Program.** PAG requested a no cost scope modification to the original F1 Pier and Wharves F2 – F6 repairs under the RAISE grant whereby funding for F1 Pier will be shifted to supplement funding for wharves F2 – F6. The request is going thru the approval process at the Office of the Secretary of Transportation.

Update: MARAD Senior Grants Management Specialist informed PAG on August 22, 2024 that the U.S. Department of Transportation (USDOT) Office of the Secretary (OST) approved the scope modification.

- **Office of Insular Affairs Maintenance Assistance Program (MAP).**
 - **Port Welding Shop Phase 1 & 2 Project.** Awarded in 2020 & 2021. Seeks to repair concrete spalling and cracks on the exterior of the building and apply the proper protective coating once the exterior is fully repaired. The other component of the PAG's funding application is the acquisition of specialized equipment for the Welding Section to support the maintenance of its gantry cranes and other heavy-duty equipment. *Update:* PAG advertised IFB-PAG-CIP-024-02 Welding Shop Repairs and Upgrades Project on July 26, 2024. Pre-bid conference and site visit were held on August 9, 2024. Bid submission deadline was extended from August 30, 2024 to September 6, 2024 via Amendment No. 1.
 - **Generator Maintenance Program.** Awarded on June 29, 2022, Hawthorne Pacific Corporation signed the purchase order on May 8, 2023. On June 28, 2023, requisitions were entered into the system and a total of eight (8) purchase orders were awarded on October 23, 2023, to three (3) different vendors: Landscape Management Systems, Inc., Far East Equipment Co. LLC., and Hawthorne Pacific Corporation. Genset maintenance/services and parts deliveries are ongoing. *Update:* Status quo.
- **New Grant Proposal – 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, improve air quality, and enhance public health.

Update: PAG submitted a \$2,410,415 grant proposal to fund the Net Zero Emissions Strategy Update and Implementation Plan. U.S. EPA will announce selection decisions between August and September 2024 and tentatively plans to issue awards by December 2024.

- **New Grant Opportunity- U.S.EPA Environmental and Climate Justice Community Change Grants Program/Inflation Reduction Act Community Change Grants Program.** Application deadline: November 21, 2024

Next Steps:

- PAG transmitted requests for Letters of support on August 29, 2024.
- PAG will meet with the Lead Applicant on September 4, 2024, to discuss the project proposals and next steps. The proposed projects are as follows: *PAG Lighting Fixture, Ceiling Tiles, and*

Window Shutters Replacement Project; PAG Installation of a Solar Photovoltaic (PV) System and Batteries Project; PAG Microgrid Feasibility Study Project; and PAG Route 11 Seawall Improvement Project.

- **New Grant Opportunity- 2024 NOAA Marine Debris Program- BoatUS Foundation Abandoned and Derelict Vessel (ADV) Removal Grant Program.**

Update: On August 13, 2024, PAG submitted its Letter of Intent to BoatUS via the GLM portal for proposal consideration for the Port Authority of Guam Harbor Restoration and Resilience Initiative (PAGHRRI). The initiative aims to recover and salvage thirteen (13) abandoned, derelict, and sunken vessels from PAG properties, advancing the work initiated by the Guam ADV Removal Group, aligning with the Government of Guam's efforts to remove ADVs from waters around Guam that pose risks to the environment, public health, and waterway navigation. The total project costs are \$818,781.00, which includes the PAG's voluntary cost share of \$204,695.00. BoatUS Foundation will notify qualified applicants to submit a proposal by September 30, 2024

- **Guam Recovery Office/Guam Homeland Security-Office of Civil Defense Grant Program.** On August 28, 2024, the Guam Recovery Office issued official awards of funding under the FEMA Public Assistance grant program for DR4715: Typhoon Mawar.

- Load Centers - \$108,944.60
- Hagatna Marina - \$116,054.00
- Agat Marina - \$12,419.19
- Route 11 sidewalk and embankment- \$245,595.00
- Hotel Wharf Bulkhead - \$7,652,51

***Project cost shares are at 90% federal; 10% local.*

15. Port Revenue Bonds Project Status. As of August 30, 2024, 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,



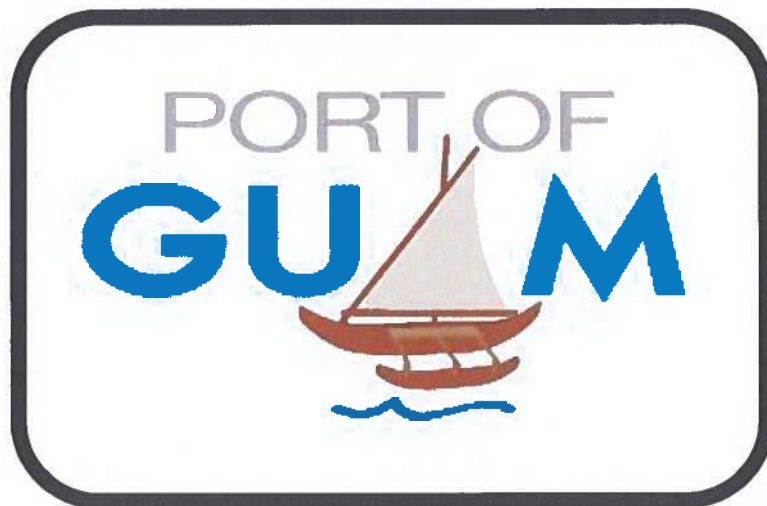
Rory J. Respicio
General Manager

2018 Port Revenue Bonds Status Report As of August 30, 2024

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	\$1,495,735.10	\$44,836,159.90	PO No. 17043-OF for \$2,249,945.54 awarded to GHD Inc. New Contract Amount: \$2,656,621.37 PO No. 18140-OS 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. 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 NC Macario	Golf Pier was rendered inoperable after Typhoon Mawar. The PAG along with its OAE have developed cost estimates that are currently under review by FEMA. This review is ongoing.
Waterline Replacement and Relocation	\$6,000,000.00	\$3,275,512.90	\$2,724,487.10	PO No. 177900S for \$4,856,568.91 awarded to BME & Sons Inc.	Pipe installation at Warehouse 1 is near completion and progress has begun at F6. The project is currently 70% complete with an estimated completion date of December 2024.
EQMR Building Repairs and Upgrades	\$3,628,800.00	\$2,346,931.51	\$1,281,868.49	PO No. 180070S for \$3,980,000.00 awarded to JJ Global Service	Lead based paint abatement and repair work is complete. Painting of the building is 20% complete.
Warehouse 1 Repairs	\$2,000,000.00	\$447,013.13	\$1,552,986.87	RFP No. 2019-03: A&E Design for \$1,406,427.48 awarded to NC Macario	A procurement planning meeting is tentatively scheduled for June 28, 2024. The procurement packet is being developed.
Other Priority Projects	\$4,980,745.00	\$222,668.79	\$4,758,076.21	See status	1. Please refer to MARAD RAISE - Wharves Service Life Extension Hardening of Wharves F1-F6 for more information. 2. The TOS Upgrade scope of services is under Procurement and Legal review.
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					
Other Priority Projects - EnterpriseOne Financial Management System	\$2,500,000.00	\$2,497,129.65	\$2,870.35	See status	Multifactor authentication and Vertex upgrades have been completed. Module updates are ongoing for vessels and SSRs. The PAG is also exploring additional applications such as content management for document retention. An RFP for joint comprehensive support services with GPA, GAAA, and the lead agency GWA is ongoing. Project is currently on hold pending Management decision.
New Admin. Annex Building	\$10,445,000.00	\$0.00	\$10,445,000.00	See status	
Grand Total	\$77,886,440.00	\$10,657,139.01	\$67,229,300.99		

Jose D. Leon Guerrero
Commercial Port

FY 2025
Proposed Budget



For Review by the Board of Directors

August 29, 2024 – Meeting of the Board of Directors

**PORT AUTHORITY OF GUAM
JOSE D. LEON GUERRERO COMMERCIAL PORT**

**FY-2025
APPROVED BUDGET**

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**FY-2025
PROPOSED BUDGET
GRAND SUMMARY**

	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY	
1	Cargo Revenues	42,487,485	41,458,541	26,952,192	40,428,287	1,028,944	2,059,198
2	Non Cargo Revenues	11,695,567	11,021,175	7,140,266	10,710,399	674,392	985,168
3	TOTAL REVENUES	54,183,052	52,479,716	34,092,458	51,138,687	1,703,336	3,044,366
4							
5	Divisional - Salaries & Benefits						
6	Management & Employee Salaries	25,098,978	20,819,822	13,836,723	20,755,085	4,279,156	4,343,893
9	Holiday Work	229,285	262,141	152,856	229,285	-32,856	0
10	Sick Leave Used	0	1,049,996	614,066	921,099	-1,049,996	-921,099
11	Annual Leave Earned	0	1,807,478	1,292,432	1,938,648	-1,807,478	-1,938,648
13	Comp Time Taken	0	0	0	0	0	0
14	Typhoon Salaries	0	0	318,168	477,251	0	-477,251
15	Labor Cost Salaries	-2,569,716	-1,792,712	-1,265,964	-1,898,946	-777,004	-670,770
16	Vacancy Pool	1,200,000	1,200,000	0	0	0	1,200,000
17	Regular Salaries	23,958,547	23,346,725	14,948,281	22,422,422	611,821	1,536,125
19	Night Differential/Hazard Pay	814,739	766,102	543,159	814,739	48,637	0
20	Overtime	1,899,956	1,837,344	1,266,638	1,899,957	62,613	0
18	Labor Cost Overtime	-250,496	-197,000	-165,296	-247,943	-53,496	-2,552
21	Retirement (26.96%)	6,766,684	6,748,007	4,572,261	6,858,391	18,677	-91,707
22	Death & Disability	78,270	102,157	52,180	78,270	-23,887	0
24	Hospital	2,501,430	2,115,722	1,667,620	2,501,430	385,708	0
25	Life	65,950	64,194	43,967	65,950	1,756	0
26	Dental	105,506	99,613	70,337	105,506	5,893	0
27	Medicare	358,679	359,774	229,494	344,241	-1,095	14,438
28	Labor Cost Benefits	-863,438	-882,427	-687,022	-1,030,534	18,989	167,096
33	SUB-TOTAL	35,435,829	34,360,211	22,541,620	33,812,430	1,075,618	1,623,399
34							
35	Other Divisional Expense						
36	Office Supplies	50,000	73,150	27,086	40,629	-23,150	9,371
38	Operational Supplies	1,000,000	1,203,500	614,061	921,091	-203,500	78,909
39	Gas, Diesel	350,000	350,000	260,340	390,510	0	-40,510
40	Equipment	370,738	295,975	157,427	236,141	74,763	134,597
41	Contractual	823,794	861,620	733,327	1,099,991	-37,826	-276,197
42	Miscellaneous	168,487	126,785	73,454	110,182	41,702	58,305
43	Training (Local/Federal)	100,000	100,000	67,286	100,929	0	-929
45	Travel (Local/Federal)	140,000	140,000	207,483	311,225	0	-171,225
46	SUB-TOTAL	3,003,019	3,151,030	2,140,465	3,210,698	-148,011	-207,679
47							
48	TOTAL DIVISIONAL EXPENSE	38,438,848	37,511,241	24,682,085	37,023,128	927,607	1,415,720
49							
50	General Expense						
52	OTHER BENEFITS	57,714	55,000	72,968	109,453	2,714	-51,739
53	OTHER PERSONNEL COSTS	60,000	25,000	32,178	48,267	35,000	11,733
54	COMMUNICATIONS	205,650	240,650	42,045	63,068	-35,000	142,582
55	UTILITIES	1,546,000	2,072,000	962,801	1,444,201	-526,000	101,799
56	GENERAL INSURANCE	4,720,000	3,614,945	2,759,304	4,138,956	1,105,055	581,044
57	REPAIRS AND MAINTENANCE	80,000	80,000	118,110	177,164	0	-97,164
59	DEPRECIATION EXPENSE	5,617,421	5,200,000	3,852,746	5,779,118	417,421	-161,697
60	DAMAGE, SHORTAGE, WRITEOFF	15,000	15,000	3,253	4,879	0	10,121
61	MISCELLANEOUS	152,500	302,500	33,167	49,751	-150,000	102,749
62	AGENCY & MANAGEMENT FEE'S	918,000	927,500	889,919	1,334,878	-9,500	-416,878
63	PROFESSIONAL SERVICES	1,020,100	805,500	329,114	493,671	214,600	526,429
64	OTHER CONTRACTUAL	230,000	350,000	3,550	5,325	-120,000	224,675
68	SUBTOTAL GENERAL EXPENSE	14,622,578	13,688,095	9,116,037	13,674,056	934,290	948,330

**FY-2025
PROPOSED BUDGET
GRAND SUMMARY**

	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
70 GRAND TOTAL EXPENSE	53,061,426	51,199,336	33,798,122	50,697,184	1,861,897	2,364,050
71						
73 OPERATING INCOME/LOSS	1,121,626	1,280,380	294,335	441,503	-158,561	680,316
74						
75 OTHER INCOME/EXPENSE						
76 <i>Non-Operating Expense</i>	4,926,319	5,015,319	3,595,484	5,393,226	-89,000	-466,907
77 <i>Federal Reimbursements</i>	2,130,005	1,155,243	2,640,878	3,961,318	974,762	-1,831,312
80 <i>Miscellaneous Interest Income</i>	5,457,239	4,286,544	3,638,160	5,457,239	1,170,695	0
81 TOTAL OTHER INCOME/EXPENSE	2,660,926	426,468	2,683,554	4,025,331	2,234,457	-1,364,405
82						
83 NET INCOME/LOSS	3,782,552	1,706,848	2,977,889	4,466,834	2,075,897	-684,089
84						
85 CRANE NET INCOME/LOSS	767,057	890,436	264,688	0	-123,379	0
87 FMF NET INCOME/LOSS	1,424,544	1,007,382	-53,905	(80,857)	-417,162	(1,343,687)
88 TOTAL NET INCOME/LOSS	5,974,153	3,604,666	3,188,673	4,385,977	1,535,356	-2,027,776

**FY-2025
PROPOSED BUDGET
REVENUES**

DESCRIPTION	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
CARGO REVENUES						
1 CT-Containers	24,289,856	23,601,030	15,464,401	23,196,601	688,826	1,093,255
2 CT Breakbulk	1,363,436	2,476,611	857,340	1,286,010	-1,113,175	77,426
3 CT Utilized	31,405	12,560	18,526	27,788	18,845	3,616
5 CT Ro/Ro	1,361,385	636,099	787,608	1,181,412	725,286	179,973
6 CT Devan/Stuff	21,829	78,747	14,405	21,608	-56,918	222
7 CT Heavylift	86,505	109,383	54,099	81,148	-22,878	5,357
8 CT Longlength	26,342	14,047	21,396	32,094	12,295	-5,752
9 OUT-OF-GAUGE CARGO	129,113	192,143	83,738	125,606	-63,030	3,506
10 CARGO THROUGHPUT REVENUES	27,309,870	27,120,621	17,301,511	25,952,267	189,250	1,357,603
11						
OTHER CARGO RELATED REVENUES						
15 Transshipment Container	2,255,745	2,242,560	1,424,365	2,136,547	13,185	119,199
16 Overstow Container	148,894	375,740	97,928	146,892	-226,846	2,002
17 Shifted Container	2,166	1,791	2,023	3,034	375	-868
18 Rigged Container	39,607	49,367	25,587	38,380	-9,761	1,227
19 REEFER CNTR-PLUG/UNPLUG	144,610	133,202	91,636	137,455	11,408	7,156
20 Direct Labor Billed	4,051,195	3,820,617	2,631,296	3,946,944	230,578	104,252
21 Equipment Rental	314,883	213,834	194,907	292,361	101,049	22,522
22 Port Entry Fee&Dockage	457,937	385,732	295,801	443,702	72,205	14,235
23 Wharfage	6,753,726	6,154,830	4,246,152	6,369,228	598,896	384,499
24 Fuel Surcharge*	742,221	740,130	471,199	706,799	2,091	35,422
25 Maritime Security Fee*	266,630	220,116	169,786	254,680	46,515	11,951
26 OTHER CARGO RELATED REVENUES	15,177,615	14,337,921	9,650,680	14,476,020	839,695	701,595
27						
28 TOTAL CARGO REVENUES	42,487,485	41,458,541	26,952,192	40,428,287	1,028,944	2,059,198
29						
FACILITIES REVENUES						
30						
31						
32 Facility Usage						
33 Facility-Usage-MOBIL	200,000	183,360	0	0	16,640	200,000
35 Facility-Usage-TRISTAR	4,260,882	3,487,148	2,840,588	4,260,882	773,734	0
36 Cement Thruput	160,000	160,327	0	0	-327	160,000
37 Facility Usage	4,620,882	3,830,834	2,840,588	4,260,882	790,047	360,000
38						
39 Space Rental	1,286,748	976,881	857,832	1,286,748	309,867	0
42 Lease Income-GEDA	1,537,126	1,536,381	1,024,751	1,537,126	746	0
44 Common Area Maintenance	33,055	37,955	22,036	33,055	-4,900	0
45 Security Surcharge Rental	54,262	38,253	36,174	54,262	16,009	0
46						
47 Marina Revenues						
48 Water and Landside Activity	8,000	8,373	5,225	7,838	-373	163
49 Gregorio D. Perez	65,000	67,502	0	0	-2,502	65,000
50 Agat Marina	240,000	248,268	0	0	-8,268	240,000
51 Marina Revenues	313,000	324,143	5,225	7,838	-11,143	305,163
52						
53 Harbor of Refuge	34,098	34,312	22,732	34,098	-214	0
54 Demurrage	3,218,144	3,418,895	2,145,430	3,218,144	-200,751	0
55						
56 TOTAL FACILITY REVENUES	11,097,315	10,197,653	6,954,768	10,432,152	899,661	665,163
57						
OTHER FEES & SERVICES						
62 Passenger Service	164,824	27,771	109,883	164,824	137,054	0
64 Bunker Services	23,271	6,206	15,514	23,271	17,065	0
65 Special Services	67,827	57,959	45,218	67,827	9,868	0
66 Elect. Power	20,735	27,983	13,823	20,735	-7,248	0
67 TOTAL OTHER FEES & SERVICES	276,657	119,918	184,438	276,657	156,739	0
68						

	DESCRIPTION	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
69	ADMINISTRATIVE FEES & SERVICES						
70	PAG Documentation	375	1,822	250	375	-1,447	0
71	I.D. Badges	1,005	980	670	1,005	25	0
72	Police Reports	5	5		0	0	5
75	Violation of Regulation Penalty	210	684	140	210	-474	0
78	TOTAL ADMINISTRATIVE FEES & SERVICES	1,595	3,491	1,060	1,590	-449	5
79							
80	OTHER INCOME/EXPENSE						
85							
86	OTHER REIMBURSEMENTS						
89	OAE Technical Services	300,000	680,112	0	0	-380,112	300,000
91	Office of Highway Safety - A Dai He Hao	20,000	20,000	0	0	0	20,000
93	TOTAL OTHER REIMBURSEMENTS	320,000	700,112	0	0	-380,112	320,000
94							
99	TOTAL OTHER INCOME/EXPENSE	320,000	700,112	0	0	-380,112	320,000
100							
101	TOTAL NON CARGO REVENUES	11,695,567	11,021,175	7,140,266	10,710,399	675,839	985,168
102							
103	TOTAL CARGO/NON-CARGO REVENUES	54,183,052	52,479,716	34,092,458	51,138,687	1,704,783	3,044,366
104							
105	REIMBURSEMENTS						
106	FEDERAL REIMBURSEMENT						
107	Miscellaneous Expense			13,498	20,247	0	-20,247
108	MARAD		560,673	560,625	840,938	-560,673	-840,938
113	Fed Reim-DOI Fish&Wild		17,735	7,282	10,923	-17,735	-10,923
116	Fed Reim-DOI Util Boom AGT-Agr			160,292	240,437	0	-240,437
118	Fed Reim-HS 2017 PSGP		67,254		0	-67,254	0
119	Fed Reim-HS 2018 PSGP		203,030		0	-203,030	0
117	Fed Reim-HS 2019 PSGP		226,484		0	-226,484	0
117	Fed Reim-HS 2021 PSGP	42,225	9,563	505,050	757,575	32,663	-715,350
120	Fed Reim-OEA Owners	300,000		570,985	856,478	300,000	-556,478
128	Fed Reim-FEMA	241,476	63,700	564,977	847,465	177,776	-605,989
129	Fed Reim-FEMA Typhoon		6,804	258,170	387,255	-6,804	-387,255
131	OIA	98,450			0	98,450	98,450
132	EDA	1,447,855			0	1,447,855	1,447,855
133	FEDERAL REIMBURSEMENT	2,130,005	1,155,243	2,640,878	3,961,318	974,762	-1,831,312
139							
140	TOTAL REIMBURSEMENTS	2,130,005	1,155,243	2,640,878	3,961,318	974,762	-1,831,312
141							
142	MISCELLANEOUS INCOME						
144	Interest Income-Billing	109,293	66,700	72,862	109,293	42,593	0
145	Interest Income-Bond	4,151,172	3,156,809	2,767,448	4,151,172	994,363	0
146	Interest Income-Investment	1,180,761	1,063,035	787,174	1,180,761	117,726	0
148	Miscellaneous Income	16,014	0	10,676	16,014	16,014	0
150	MISCELLANEOUS INCOME	5,457,239	4,286,544	3,638,160	5,457,239	1,170,695	0
151							
152							
153	GRAND TOTAL REVENUES	61,770,297	57,921,503	40,371,496	60,557,244	3,850,241	1,213,053

**FY-2025
PROPOSED BUDGET
GENERAL EXPENSE**

	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
GENERAL EXPENSE						
1 OTHER BENEFITS						
2 Recognition Awards	57,714	55,000	72,968	109,453	2,714	-51,739
5 TOTAL OTHER BENEFITS	57,714	55,000	72,968	109,453	2,714	-51,739
6						
7 OTHER PERSONNEL COSTS						
8 Workmen's Compensation	50,000	15,000	28,122	42,183	35,000	7,817
9 Drug Program	10,000	10,000	4,056	6,084	0	3,916
10 TOTAL OTHER PERSONNEL COSTS	60,000	25,000	32,178	48,267	35,000	11,733
11						
12 COMMUNICATIONS						
13 Long Distance	650	650	15	22	0	628
14 Telephone	50,000	80,000	18,473	27,709	-30,000	22,291
15 Telephone System Maintenance	5,000	10,000	0	0	-5,000	5,000
16 Internet Access	150,000	150,000	23,557	35,336	0	114,664
18 TOTAL COMMUNICATIONS	205,650	240,650	42,045	63,068	-35,000	142,582
19						
20 UTILITIES						
21 Water	246,000	292,000	128,521	192,781	-46,000	53,219
22 Power	1,200,000	1,500,000	768,394	1,152,591	-300,000	47,409
23 Trash Removal	100,000	280,000	65,886	98,829	-180,000	1,171
24 TOTAL UTILITIES	1,546,000	2,072,000	962,801	1,444,201	-526,000	101,799
25						
26 GENERAL INSURANCE						
27 Insurance	4,600,000	3,414,945	2,759,304	4,138,956	1,185,055	461,044
28 Workmen's Compensation Insurance	120,000	200,000	0	0	-80,000	120,000
29 TOTAL GENERAL INSURANCE	4,720,000	3,614,945	2,759,304	4,138,956	1,105,055	581,044
30						
31 REPAIRS AND MAINTENANCE						
33 Maintenance-PAG F1 Pier	75,000	75,000	118,110	177,164	0	-102,164
34 Building Maintenance	5,000	5,000	0	0	0	5,000
36 TOTAL REPAIRS AND MAINTENANCE	80,000	80,000	118,110	177,164	0	-97,164
37						
38 DEPRECIATION EXPENSE						
39 Depreciation	5,617,421	5,200,000	3,852,746	5,779,118	417,421	-161,697
40 TOTAL DEPRECIATION EXPENSE	5,617,421	5,200,000	3,852,746	5,779,118	417,421	-161,697
41						
42 DAMAGE, SHORTAGE, WRITEOFF						
43 Inventory Loss/Writ	0	0	-12,247	-18,371	0	18,371
47 Claims Cargo Shortage	15,000	15,000	15,500	23,250	0	-8,250
50 TOTAL DAMAGE, SHORTAGE, WRITEOFF	15,000	15,000	3,253	4,879	0	10,121
51						
52 MISCELLANEOUS						
53 Contingencies	50,000	200,000	0	0	-150,000	50,000
54 Natural Disaster Emergency Fund	15,000	15,000	0	0	0	15,000
55 Board of Director's Expense	6,500	6,500	150	225	0	6,275
57 I.D. TWIC	14,000	14,000	7,026	10,539	0	3,461
58 Pump Out Station	2,000	2,000	0	0	0	2,000
59 GPS/Track Me Guam	65,000	65,000	25,991	38,987	0	26,014
60 TOTAL MISCELLANEOUS	152,500	302,500	33,167	49,751	-150,000	102,749
61						
62 AGENCY & MANAGEMENT FEE'S						
63 Agency Fees	8,000	8,000	4,846	7,270	0	730
64 Mobil Manager's Fee	0	9,500	0	0	-9,500	0
65 Tristar Manager's Fee	910,000	910,000	885,072	1,327,608	0	-417,608
66 TOTAL AGENCY & MANAGEMENT FEE'S	918,000	927,500	889,919	1,334,878	-9,500	-416,878
67						

**FY-2025
PROPOSED BUDGET
GENERAL EXPENSE**

	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
68 PROFESSIONAL SERVICES						
69 Audit & Accounting Fees	56,600	62,000	22,080	33,120	-5,400	23,480
70 Environmental Compliance-SWPP	120,000	120,000	10,081	15,122	0	104,878
71 TOS Maintenance & Service	350,000	130,000	1,233	1,850	220,000	348,151
74 Owner's Agent Engineer (WSP)	225,000	225,000	196,096	294,143	0	-69,143
78 PUC Consultant/Legal	50,000	50,000	13,438	20,156	0	29,844
79 PUC Assessment Fee	110,000	110,000	73,333	110,000	0	0
83 Legal Counsel	50,000	50,000	0	0	0	50,000
84 Bank Service Fee - BOG	2,000	2,000	3,089	4,634	0	-2,634
85 Bank Service Fee - BOG CC	6,500	6,500	9,764	14,646	0	-8,146
88 Fire Sprinkler/Alarm Certification	50,000	50,000	0	0	0	50,000
89 TOTAL PROFESSIONAL SERVICES	1,020,100	805,500	329,114	493,671	214,600	526,429
90						
91 OTHER CONTRACTUAL						
92 Temporary Staffing	200,000	300,000	0	0	-100,000	200,000
94 Medical Exams	30,000	50,000	3,550	5,325	-20,000	24,675
95 TOTAL OTHER CONTRACTUAL	230,000	350,000	3,550	5,325	-120,000	224,675
101						
102 TYPHOON/EMERGENCY EXPENSE						
106 Typhoon Preparation & Cleanup	0	0	16,883	25,324	0	-25,324
109 TOTAL TYPHOON/EMERGENCY EXPENSE	0	0	16,883	25,324	0	-25,324
110						
111 TOTAL GENERAL EXPENSE	14,622,385	13,688,095	9,116,037	13,674,056	934,290	948,330
112						
113 NON-OPERATING EXPENSE						
118						
119 INTEREST EXPENSE						
120 Miscellaneous Expense	10,000	10,000	-989	-1,483	0	11,483
121 Bond Annual Fees	43,500	43,500	11,400	17,100	0	26,400
122 Bond Interest General Expense	1,920,000	1,962,000	1,242,596	1,863,894	-42,000	56,106
126 TOTAL INTEREST EXPENSE	1,973,500	2,015,500	1,253,008	1,879,511	-42,000	93,989
127						
128 RETIREMENT GOVT CONTRIBUTION						
129 Retirement COLA Benefits	660,000	660,000	512,133	768,200	0	-108,200
130 Retirees Gov't Contribution (Med,Den,Life)	1,800,000	1,800,000	1,572,381	2,358,571	0	-558,571
131 Retirement Supplemental Benefits	447,819	447,819	217,470	326,204	0	121,615
133 TOTAL RETIREMENT GOVT CONTRIBUTION	2,907,819	2,907,819	2,301,984	3,452,976	0	-545,157
134						
135 FEDERAL EXPENSES						
136 Homeland Security		45,000	0	0	-45,000	0
139 U.S. DOH-FEMA EMI	20,000	37,000	10,008	15,012	-17,000	4,988
141 Office of Highway Safety - A Dai He Hao	15,000		7,690	11,535	15,000	3,465
142 TOTAL FEDERAL EXPENSES	35,000	82,000	17,698	26,546	-47,000	8,454
143						
144 GAIN (LOSS) OM ASSET						
145 Loss on Asset Disposals	10,000	10,000	22,795	34,193	0	-24,193
146 TOTAL GAIN (LOSS) OM ASSET	10,000	10,000	22,795	34,193	0	-24,193
147						
148 TOTAL NON-OPERATING EXPENSE	4,926,319	5,015,319	3,595,484	5,393,226	-89,000	-466,907
149						
150 TOTAL NON DIVISIONAL/GENERAL EXPENSE	19,548,704	18,703,414	12,711,521	19,067,282	845,290	481,423

**FY-2025
PROPOSED BUDGET
CRANES**

DESCRIPTION	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
CRANE REVENUES						
1 Crane Surcharge*	6,046,744	6,064,417	3,953,918	5,930,877	-17,673	115,867
2 TOTAL CRANE REVENUES	6,046,744	6,064,417	3,953,918	5,930,877	-17,673	115,867
GANTRY GENERAL EXPENSE						
6 Insurance	335,000	322,110	202,124	303,186	12,890	31,814
7 TOTAL GENERAL EXPENSE	335,000	322,110	202,124	303,186	12,890	31,814
REPAIRS AND MAINTENANCE- SUB						
10 Crane Maintenance Division	2,484,687	2,321,871	2,103,657	3,155,486	162,815	-670,799
15 GANTRY 4, 5 & 6 Corrosion	50,000	50,000	0	0	0	50,000
17 GANTRY 4, 5 & 6 Fuel	348,000	200,000	172,450	258,675	148,000	89,325
19 GANTRY 4, 5 & 6 Materials/Parts	260,000	300,000	125,796	188,694	-40,000	71,306
20 GANTRY 4, 5 & 6 Outside Labor/Services	150,000	100,000	95,465	143,198	50,000	6,802
24 Professional Services	10,000	10,000	5,916	8,874	0	1,126
25 Machine Shop	15,000	15,000	0	0	0	15,000
26 Rewinding Motors & Generators	10,000	10,000	0	0	0	10,000
27 Trolley Wheels 8 ea	22,000	20,000	0	0	2,000	22,000
29 TOTAL REPAIRS AND MAINTENANCE- SUB	3,349,687	3,026,871	2,503,284	3,754,927	322,815	-405,240
DEPRECIATION EXPENSE						
32 Depreciation	1,000,000	1,000,000	598,376	897,564	0	102,436
33 TOTAL DEPRECIATION EXPENSE	1,000,000	1,000,000	598,376	897,564	0	102,436
PROFESSIONAL SERVICES						
36 PMC Management Fee-Cranes	150,000	300,000	125,588	188,382	-150,000	-38,382
37 Caterpillar Service Contract	20,000	50,000	0	0	-30,000	20,000
38 Crane Certification	25,000	25,000	11,700	17,550	0	7,450
39 TOTAL PROFESSIONAL SERVICES	195,000	375,000	137,288	205,932	-180,000	-10,932
41 TOTAL GENERAL EXPENSE-CRANE	4,879,687	4,723,981	3,441,073	5,161,609	155,706	-281,923
INTEREST EXPENSE						
44 Bond Interest Crane Expense	400,000	450,000	248,157	372,235	-50,000	27,765
45 TOTAL INTEREST EXPENSE	400,000	450,000	248,157	372,235	-50,000	27,765
47 TOTAL NON-OPERATING EXPENSE	400,000	450,000	248,157	372,235	-50,000	27,765
49 TOTAL NON DIVISIONAL/GENERAL EXPENSE	5,279,687	5,173,981	3,689,230	5,533,845	105,706	-254,158
51 TOTAL NET INCOME/LOSS	767,057	890,436	264,688		-123,379	
53 Crane Reserve Fund 9.5%	574,441	576,120				
GANTRY 3, 4, 5 & 6 CIP's						<i>Funding</i>
DESCRIPTION: FY-2025 Proposed						
Install fence around shop area						CRANES
Crane Office Renovations						CRANES
Overhang side of warehouse 1						CRANES

**FY-2025
PROPOSED BUDGET
CRANE DIVISION**

BUSINESS UNIT: 411	SECTION: CRANE MAINTENANCE					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	625,905	496,404	321,000	481,500	129,501	144,405
Holiday Work	5,677	19,063	3,785	5,677	-13,385	0
Sick Leave Used	0	90,549	50,228	75,342	-90,549	-75,342
Annual Leave Earned	0	57,610	34,747	52,121	-57,610	-52,121
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	6,881	10,322	0	-10,322
Labor Cost Salaries	-3,839	-16,341	-2,559	-3,839	12,502	0
Regular Salaries	627,743	647,285	414,082	621,123	-19,542	6,621
Night Differential/Hazard Pay	41,441	58,044	27,627	41,441	-16,603	0
Overtime	92,423	92,423	53,558	80,337	0	12,086
Labor Cost Overtime	-2,794	0	-1,863	-2,794	-2,794	0
TOTAL PERSONNEL SERVICES	758,813	797,752	493,405	740,107	-38,939	18,706
PERSONNEL BENEFITS						
Retirement	168,744	186,143	127,163	190,745	-17,399	-22,001
Death & Disability	793	1,931	528	793	-1,138	0
Hospital Insurance	89,281	96,665	59,521	89,281	-7,384	0
Life Insurance	1,600	1,810	1,066	1,600	-210	0
Dental Insurance	3,157	3,589	2,105	3,157	-432	0
Medicare	10,552	12,173	6,744	10,117	-1,621	435
Labor Cost Benefits	-1,727	-7,141	-1,152	-1,727	5,414	0
TOTAL PERSONNEL BENEFITS	272,398	295,169	195,976	293,964	-22,771	-21,566
MATERIALS & SUPPLIES						
Operational Supplies	20,000	20,000	6,329	9,494	0	10,506
Operational Supplies Shop Use	20,000	15,000	14,393	21,590	5,000	-1,590
TOTAL MATERIALS & SUPPLIES	40,000	35,000	20,723	31,084	5,000	8,916
Furnishing & Equipment						
Office Equipment	800	1,250	90	135	-450	665
Power & Hand Tools	1,500	1,500	0	0	0	1,500
Safety Equipment	2,500	2,500	160	240	0	2,260
Shop Equipment	2,500	3,000	0	0	-500	2,500
TOTAL FURNISHING & EQUIPMENT	7,300	8,250	250	375	-950	6,925
Overhead Allocation						
OH-Benefits	436,829	396,852	434,125	651,187	39,977	-214,358
OH-Overtime	165,296	85,000	162,363	243,545	80,296	-78,249
OH-Salaries & Wages	804,051	703,848	796,817	1,195,225	100,203	-391,174
TOTAL OVERHEAD ALLOCATION	1,406,175	1,185,700	1,393,304	2,089,957	220,475	-683,781
DEPARTMENT TOTAL	2,484,687	2,321,871	2,103,657	3,155,486	162,815	-670,799

**FY-2025
PROPOSED BUDGET
FACILITY MAINTENANCE FEE**

DESCRIPTION	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals \$31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs		
					FY-24 Appr	FY-24 Antcpd EOY	
FMF REVENUES							
1 Facility Maintenance Fee	2,145,044	1,943,418	1,386,159	2,079,238	201,626	65,806	
2 TOTAL FMF REVENUES	2,145,044	1,943,418	1,386,159	2,079,238	201,626	65,806	
FMF GENERAL EXPENSE							
5 2018 Bond Int Exp-FMF	500,000	580,000	320,612	480,917	-80,000	19,083	
6 Insurance-FMF	220,500	356,036	133,552	200,328	-135,536	20,172	
7 Other FMF Small Projects	0	0	878,091	1,317,136	0	-1,317,136	
8 TOTAL REPAIRS AND MAINTENANCE	720,500	936,036	1,332,254	1,998,381	-215,536	-1,277,881	
10 TOTAL FMF GENERAL EXPENSE	720,500	936,036	1,332,254	1,998,381	-215,536	-1,277,881	
12 TOTAL NET INCOME/LOSS	1,424,544	1,007,382	-53,905	-90,857	-417,162	-1,343,687	
FACILITY MAINTENANCE CAPITAL IMPROVEMENT PROJECTS							
A.) The following are list of projects that are currently ongoing, in the planning and design stage and future construction projects. Please note they are not in any order of priority							
DESCRIPTION: FY-2024 Approved						Funding	
Improve Storm Drainage Runoff Along the Reefer Receptacle						FMF	
Installation of Light Poles/ Light Fixtures in Reefer Outlet Area						FMF	
LC-2 and LC-3 Switch Gear Replacement						FMF	
Replace All Interior Fluorescent Lights in all Buildings to LED Lights						FMF	
Replace all Metal Halide and Any High-Pressure Sodium						FMF	
Retrofit 11 Existing Outfall Pipes Handling						FMF	
F-3 to F-6 Bulkhead Repair						FMF	

**FY-2025
PROPOSED BUDGET
DIVISIONAL SUMMARY**

SECTION	BUSINESS UNIT	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
General Mgr/Deputy Gen. Mgr	101	1,363,654	1,322,532	945,228	1,417,842	41,122	-54,188
Harbor Master	121	1,229,690	1,129,750	762,582	1,143,873	99,940	85,817
Port Police	122	3,703,817	3,944,942	2,516,781	3,775,171	-241,125	-71,354
Occupational & Safety	123	946,772	827,523	560,242	840,362	119,249	108,409
Strategic Planning	145	667,795	476,087	555,001	832,501	191,708	-164,707
Public Relations/Marketing	150	535,867	490,004	296,313	444,469	45,863	91,398
Operations Manager	300	923,440	831,309	602,985	904,477	92,131	18,952
Stevedoring	310-313	4,794,210	4,659,729	3,118,266	4,677,399	134,481	116,811
Terminal	320	4,122,937	3,682,890	2,472,128	3,708,192	440,047	414,745
Transportation	330-333	5,796,207	5,820,738	4,002,296	6,003,444	-24,531	-207,237
Maintenance	400-414,430	3,899,978	3,728,513	2,208,718	3,313,078	171,465	586,900
Facility Maintenance	420-423	1,538,902	1,817,934	894,232	1,341,348	-279,032	197,554
Corporate Services	600	568,514	548,915	362,677	544,016	19,599	24,498
Administrative Services	610	426,920	344,701	224,472	336,708	82,219	90,212
Human Resources	620	951,728	869,874	677,109	1,015,664	81,854	-63,935
Procurement/Supply	630-632	1,079,915	1,209,454	750,607	1,125,910	-129,539	-45,995
Engineering/CIP	640	377,432	482,869	344,550	516,826	-105,437	-139,393
Commercial	650	734,526	701,941	565,643	848,465	32,584	-113,940
Information Technology	670	1,268,387	1,267,027	1,178,936	1,768,405	1,361	-500,017
Finance	675-685,140	2,308,157	2,154,508	1,643,319	2,464,978	153,649	-156,821
Vacancies/Benefits		1,200,000	1,200,000	0	0	0	1,200,000
TOTAL DIVISION/SECTION EXPENSE		38,438,848	37,511,241	24,682,085	37,023,128	927,607	1,415,720

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 101	SECTION: GENERAL MANAGER'S OFFICE					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	974,337	846,070	572,137	858,206	128,267	116,131
Holiday Work	0	1,956		0	-1,956	0
Sick Leave Used	0	32,017	13,052	19,577	-32,017	-19,577
Annual Leave Earned	0	59,794	55,110	82,666	-59,794	-82,666
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	11,467	17,200	0	-17,200
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	974,337	939,837	651,766	977,649	34,500	-3,312
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	10	0	7	10	10	0
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	974,347	939,837	651,773	977,659	34,510	-3,312
PERSONNEL BENEFITS						
Retirement	262,681	264,215	183,332	274,998	-1,533	-12,317
Death & Disability	1,372	1,793	915	1,372	-421	0
Hospital Insurance	55,259	48,370	36,839	55,259	6,889	0
Life Insurance	1,204	1,317	803	1,204	-114	0
Dental Insurance	2,735	2,328	1,824	2,735	407	0
Medicare	13,139	14,587	8,406	12,609	-1,448	530
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	336,390	332,610	232,118	348,178	3,780	-11,788
MATERIALS & SUPPLIES						
Office Supplies	3,130	4,000	2,106	3,159	-870	-29
TOTAL MATERIALS & SUPPLIES	3,130	4,000	2,106	3,159	-870	-29
CONTRACTUALS						
Professional Services	100	100	0	0	0	100
TOTAL CONTRACTUALS	100	100	0	0	0	100
Miscellaneous						
Dues & Subscriptions	42,187	38,485	54,142	81,213	3,702	-39,026
Miscellaneous Others	7,500	7,500	5,089	7,634	0	-134
TOTAL MISCELLANEOUS	49,687	45,985	59,231	88,846	3,702	-39,159
DEPARTMENT TOTAL	1,363,654	1,322,532	945,228	1,417,842	41,122	-54,188

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 121	SECTION: HARBOR MASTER DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	792,359	625,423	436,628	654,942	166,936	137,416
Holiday Work	24,832	19,443	16,554	24,832	5,389	0
Sick Leave Used	0	25,721	12,210	18,315	-25,721	-18,315
Annual Leave Earned	0	53,995	40,646	60,968	-53,995	-60,968
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	12,124	18,186	0	-18,186
Labor Cost Salaries	0	0	0	0	0	0
Regular Salarios	817,190	724,582	518,162	777,243	92,609	39,947
Night Differential/Hazard Pay	20,026	17,494	13,351	20,026	2,533	0
Overtime	12,000	15,000	9,771	14,656	-3,000	-2,656
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	849,216	757,075	541,283	811,925	92,141	37,291
PERSONNEL BENEFITS						
Retirement	213,620	195,829	148,862	223,293	17,790	-9,673
Death & Disability	1,612	3,089	1,075	1,612	-1,476	0
Hospital Insurance	78,911	74,486	52,607	78,911	4,425	0
Life Insurance	2,026	1,918	1,350	2,026	108	0
Dental Insurance	2,891	2,722	1,927	2,891	169	0
Medicare	11,154	10,431	7,150	10,725	724	429
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	310,214	288,475	212,972	319,458	21,738	-9,244
MATERIALS & SUPPLIES						
Office Supplies	1,170	1,500	764	1,145	-330	25
Operational Supplies	550	700	0	0	-150	550
TOTAL MATERIALS & SUPPLIES	1,720	2,200	764	1,145	-480	575
CONTRACTUALS						
Communication Maintenance	9,000	9,000	4,253	6,379	0	2,621
Professional Services	12,540	6,000	0	0	6,540	12,540
Underwater Diving Services	40,000	60,000	1,815	2,723	-20,000	37,277
TOTAL CONTRACTUALS	61,540	75,000	6,068	9,102	-13,460	52,438
Furnishing & Equipment						
Communication Equipment	4,000	4,000	410	615	0	3,385
Office Equipment	3,000	3,000	1,085	1,627	0	1,373
TOTAL FURNISHING & EQUIPMENT	7,000	7,000	1,495	2,242	0	4,758
DEPARTMENT TOTAL	1,229,690	1,129,750	762,582	1,143,873	99,940	85,817

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 122	SECTION: PORT POLICE DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,390,506	2,328,137	1,430,153	2,145,230	62,369	245,276
Holiday Work	71,853	78,642	47,902	71,853	-6,789	0
Sick Leave Used	0	81,317	54,511	81,767	-81,317	-81,767
Annual Leave Earned	0	190,898	133,315	199,972	-190,898	-199,972
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	49,815	74,723	0	-74,723
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	2,462,359	2,678,994	1,715,697	2,573,545	-216,636	-111,187
Night Differential/Hazard Pay	69,551	70,684	46,368	69,551	-1,132	0
Overtime	130,000	150,000	67,447	101,170	-20,000	28,830
Labor Cost Overtime	0	-45,000	0	0	45,000	0
TOTAL PERSONNEL SERVICES	2,661,910	2,854,678	1,829,511	2,744,267	-192,768	-82,357
PERSONNEL BENEFITS						
Retirement	644,480	722,297	453,322	679,984	-77,817	-35,503
Death & Disability	8,558	14,194	5,705	8,558	-5,636	0
Hospital Insurance	247,617	210,097	165,078	247,617	37,520	0
Life Insurance	6,424	6,422	4,283	6,424	2	0
Dental Insurance	11,697	11,258	7,798	11,697	439	0
Medicare	36,430	39,511	23,286	34,928	-3,081	1,502
Labor Cost Benefits	0	-55,516	0	0	55,516	0
TOTAL PERSONNEL BENEFITS	955,207	948,264	659,472	989,208	6,942	-34,001
MATERIALS & SUPPLIES						
Office Supplies	2,000	4,000	1,435	2,153	-2,000	-153
Operational Supplies	31,700	80,000	15,426	23,139	-48,300	8,561
TOTAL MATERIALS & SUPPLIES	33,700	84,000	16,861	25,292	-50,300	8,408
CONTRACTUALS						
Professional Services	45,000	50,000	6,490	9,735	-5,000	35,265
TOTAL CONTRACTUALS	45,000	50,000	6,490	9,735	-5,000	35,265
Furnishing & Equipment						
Office Equipment	2,000	4,000	0	0	-2,000	2,000
Safety Equipment	6,000	4,000	4,446	6,669	2,000	-669
TOTAL FURNISHING & EQUIPMENT	8,000	8,000	4,446	6,669	0	1,331
DEPARTMENT TOTAL	3,703,817	3,944,942	2,516,780.76	3,775,171	-241,125	-71,354

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 123	SECTION: OCCUPATIONAL HEALTH AND SAFETY DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	545,148	427,068	295,016	442,524	118,080	102,624
Holiday Work	4,277	5,817	2,851	4,277	-1,540	0
Sick Leave Used	0	9,306	6,069	9,104	-9,306	-9,104
Annual Leave Earned	0	34,377	24,624	36,936	-34,377	-36,936
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	8,537	12,806	0	-12,806
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	549,425	476,568	337,099	505,648	72,857	43,777
Night Differential/Hazard Pay	8,144	7,492	5,429	8,144	652	0
Overtime	23,000	20,000	14,790	22,185	3,000	815
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	580,569	504,060	357,318	535,977	76,510	44,592
PERSONNEL BENEFITS						
Retirement	146,972	134,746	95,005	142,508	12,226	4,464
Death & Disability	2,236	2,442	1,490	2,236	-207	0
Hospital Insurance	82,361	54,599	54,907	82,361	27,762	0
Life Insurance	1,474	1,453	983	1,474	20	0
Dental Insurance	2,804	2,029	1,869	2,804	775	0
Medicare	7,407	7,194	4,748	7,122	212	285
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	243,252	202,463	159,002	238,504	40,789	4,749
MATERIALS & SUPPLIES						
Office Supplies	1,800	4,000	1,191	1,786	-2,200	14
Operational Supplies	3,550	25,000	1,928	2,891	-21,450	659
Operational Supplies Environmental	17,600	25,000	1,000	1,500	-7,400	16,100
TOTAL MATERIALS & SUPPLIES	22,950	54,000	4,118	6,177	-31,050	16,773
Furnishing & Equipment						
Office Equipment	0	7,000		0	-7,000	0
Safety Equipment	100,000	60,000	39,803	59,704	40,000	40,296
TOTAL FURNISHING & EQUIPMENT	100,000	67,000	39,803	59,704	33,000	40,296
DEPARTMENT TOTAL	946,772	827,523	560,242	840,362	119,249	106,409

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 145	SECTION: STRATEGIC PLANNING DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	798,672	469,903	353,545	530,317	328,769	268,355
Holiday Work	0	1,011	0	0	-1,011	0
Sick Leave Used	0	17,835	9,367	14,051	-17,835	-14,051
Annual Leave Earned	0	45,347	34,684	52,026	-45,347	-52,026
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	5,211	7,817	0	-7,817
Labor Cost Salaries	-319,469	-187,961	0	0	-131,508	-319,469
Regular Salaries	479,203	346,135	402,807	604,211	133,068	-125,008
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	242	364	0	-364
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	479,203	346,135	403,050	604,574	133,068	-125,371
PERSONNEL BENEFITS						
Retirement	215,322	152,880	118,686	178,029	62,442	37,293
Death & Disability	1,089	960	726	1,089	129	0
Hospital Insurance	37,110	28,291	24,740	37,110	8,819	0
Life Insurance	1,195	1,050	797	1,195	146	0
Dental Insurance	2,193	1,937	1,462	2,193	256	0
Medicare	7,909	6,685	5,031	7,546	1,224	362
Labor Cost Benefits	-77,793	-63,826	0	0	-13,967	-77,793
TOTAL PERSONNEL BENEFITS	187,024	127,977	151,441	227,162	59,047	-40,138
MATERIALS & SUPPLIES						
Office Supplies	630	800	320	480	-170	150
Operational Supplies	600	800	190	285	-200	315
TOTAL MATERIALS & SUPPLIES	1,230	1,600	510	765	-370	465
Furnishing & Equipment						
Safety Equipment	338	375	0	0	-37	338
TOTAL FURNISHING & EQUIPMENT	338	375	0	0	-37	338
DEPARTMENT TOTAL	667,795	476,087	555,001	832,501	191,708	-164,707

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 150	SECTION: MARKETING/PUBLIC RELATIONS DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	387,553	282,064	178,906	268,359	105,489	119,194
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	22,477	13,051	19,577	-22,477	-19,577
Annual Leave Earned	0	29,615	19,890	29,835	-29,615	-29,835
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	3,951	5,927	0	-5,927
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	387,553	334,156	215,799	323,699	53,397	63,854
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	69	103	0	-103
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	387,553	334,156	215,868	323,802	53,397	63,751
PERSONNEL BENEFITS						
Retirement	104,484	98,904	62,772	94,159	5,580	10,326
Death & Disability	371	987	247	371	-616	0
Hospital Insurance	15,802	11,039	10,535	15,802	4,762	0
Life Insurance	554	661	369	554	-108	0
Dental Insurance	1,029	903	686	1,029	127	0
Medicare	4,145	4,453	2,644	3,967	-308	178
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	126,384	116,948	77,254	115,880	9,436	10,504
MATERIALS & SUPPLIES						
Office Supplies	1,530	5,000	266	399	-3,470	1,131
Operational Supplies	1,000	3,000	0	0	-2,000	1,000
TOTAL MATERIALS & SUPPLIES	2,530	8,000	266	399	-5,470	2,131
CONTRACTUALS						
Advertising	5,000	7,000	0	0	-2,000	5,000
Other Contractual Services	7,000	15,000	2,776	4,164	-8,000	2,836
TOTAL CONTRACTUALS	12,000	22,000	2,776	4,164	-10,000	7,836
Furnishing & Equipment						
Office Equipment	1,000	2,500	0	0	-1,500	1,000
TOTAL FURNISHING & EQUIPMENT	1,000	2,500	0	0	-1,500	1,000
Miscellaneous						
Dues & Subscriptions	6,400	6,400	150	225	0	6,175
TOTAL MISCELLANEOUS	6,400	6,400	150	225	0	6,175
DEPARTMENT TOTAL	535,867	490,004	296,313	444,469	45,863	91,398

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 300	SECTION: OPERATIONS MANAGER					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	611,543	496,526	347,385	521,077	115,017	90,467
Holiday Work	0	1,609	0	0	-1,609	0
Sick Leave Used	0	27,948	18,819	28,229	-27,948	-28,229
Annual Leave Earned	0	53,584	37,296	55,943	-53,584	-55,943
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	7,263	10,894	0	-10,894
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	611,543	579,667	410,762	616,144	31,876	-4,600
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	5,000	0	13	19	5,000	4,981
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	616,543	579,667	410,775	616,163	36,876	381
PERSONNEL BENEFITS						
Retirement	164,872	163,937	114,425	171,637	935	-6,765
Death & Disability	0	0	0	0	0	0
Hospital Insurance	21,215	16,903	14,143	21,215	4,312	0
Life Insurance	1,107	1,094	738	1,107	13	0
Dental Insurance	995	1,160	663	995	-165	0
Medicare	7,927	7,547	5,067	7,600	380	327
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	196,116	190,641	135,036	202,555	5,475	-6,439
MATERIALS & SUPPLIES						
Office Supplies	780	1,000	362	543	-220	237
TOTAL MATERIALS & SUPPLIES	780	1,000	362	543	0	237
Furnishing & Equipment						
Office Equipment	10,000	10,000	358	537	0	9,463
Safety Equipment	100,000	50,000	56,454	84,680	50,000	15,320
TOTAL FURNISHING & EQUIPMENT	110,000	60,000	56,812	85,217	50,000	24,783
DEPARTMENT TOTAL	923,440	831,309	602,985	904,477	92,351	18,962

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 310-313	SECTION: STEVEDORING DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,848,285	2,422,973	1,608,985	2,413,478	425,312	434,807
Holiday Work	41,465	39,536	27,643	41,465	1,929	0
Sick Leave Used	0	198,931	57,135	85,702	-198,931	-85,702
Annual Leave Earned	0	201,872	136,936	205,404	-201,872	-205,404
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	28,135	42,202	0	-42,202
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	2,889,750	2,863,312	1,858,834	2,788,250	26,438	101,500
Night Differential/Hazard Pay	168,279	166,103	112,186	168,279	2,175	0
Overtime	563,600	526,770	360,826	541,238	36,830	22,362
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	3,621,629	3,556,185	2,331,845	3,497,767	65,443	123,861
PERSONNEL BENEFITS						
Retirement	767,898	755,727	518,917	778,375	12,171	-10,477
Death & Disability	11,441	16,579	7,627	11,441	-5,137	0
Hospital Insurance	321,020	257,044	214,013	321,020	63,976	0
Life Insurance	9,155	8,538	6,103	9,155	617	0
Dental Insurance	12,173	12,571	8,115	12,173	-398	0
Medicare	46,895	49,086	30,061	45,092	-2,190	1,804
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,168,582	1,099,543	784,837	1,177,255	69,038	-8,673
MATERIALS & SUPPLIES						
Office Supplies	1,000	1,000	628	941	0	59
Operational Supplies	2,000	2,000	852	1,278	0	722
TOTAL MATERIALS & SUPPLIES	3,000	3,000	1,480	2,219	0	781
Furnishing & Equipment						
Safety Equipment	1,000	1,000	105	157	0	843
TOTAL FURNISHING & EQUIPMENT	1,000	1,000	105	157	0	843
DEPARTMENT TOTAL	4,794,210	4,659,729	3,118,266	4,677,399	134,481	116,811

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 320	SECTION: TERMINAL DIVISION					
OBJECT	FY-2025	FY-2024	FY-2024	FY-2024	FY-25 Prop	FY-25 Prop
CLASSIFICATION/ITEM	Proposed	Approved	YTD	Antcpd	vs	vs
	Budget	Budget	Actuals	EOY	FY-24 Appr	FY-24 Antcpd
			5/31/2024			EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,669,605	2,103,276	1,333,137	1,999,705	566,329	669,900
Holiday Work	26,855	41,671	17,903	26,855	-14,816	0
Sick Leave Used	0	55,069	59,966	89,950	-55,069	-89,950
Annual Leave Earned	0	172,322	126,750	190,125	-172,322	-190,125
Comp Time Taken	0	0		0	0	0
Typhoon Salaries		0	23,763	35,645	0	-35,645
Labor Cost Salaries	0	0		0	0	0
Regular Salaries	2,696,460	2,372,338	1,561,520	2,342,280	324,122	354,180
Night Differential/Hazard Pay	123,398	126,846	82,265	123,398	-3,447	0
Overtime	286,000	270,894	192,927	289,391	15,106	-3,391
Labor Cost Overtime	0	0		0	0	0
TOTAL PERSONNEL SERVICES	3,105,858	2,770,077	1,836,713	2,755,069	335,781	350,789
PERSONNEL BENEFITS						
Retirement	719,726	657,914	437,496	656,243	61,811	63,482
Death & Disability	9,726	12,004	6,484	9,726	-2,278	0
Hospital Insurance	225,263	181,024	150,176	225,263	44,240	0
Life Insurance	6,443	6,712	4,295	6,443	-269	0
Dental Insurance	9,118	8,079	6,079	9,118	1,040	0
Medicare	35,832	37,180	22,969	34,454	-1,348	1,378
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,006,109	902,913	627,499	941,248	103,196	64,860
MATERIALS & SUPPLIES						
Office Supplies	3,800	4,000	3,388	5,082	-200	-1,282
Operational Supplies	6,270	5,000	4,179	6,268	1,270	2
TOTAL MATERIALS & SUPPLIES	10,070	9,000	7,567	11,350	1,070	-1,280
Furnishing & Equipment						
Safety Equipment	900	900	350	525	0	375
TOTAL FURNISHING & EQUIPMENT	900	900	350	525	0	375
DEPARTMENT TOTAL	4,122,937	3,682,890	2,472,128	3,708,192	440,047	414,745

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 330-333	SECTION: TRANSPORTATION DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	3,242,096	2,847,595	1,918,445	2,877,667	394,501	364,429
Holiday Work	40,879	44,020	27,252	40,879	-3,141	0
Sick Leave Used	0	168,297	92,576	138,863	-168,297	-138,863
Annual Leave Earned	0	252,080	178,462	267,693	-252,080	-267,693
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	37,856	56,784	0	-56,784
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	3,282,975	3,311,991	2,254,591	3,381,887	-29,016	-98,912
Night Differential/Hazard Pay	242,187	235,657	161,458	242,187	6,530	0
Overtime	530,000	509,990	337,508	506,263	20,010	23,737
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	4,055,162	4,057,638	2,753,558	4,130,336	-2,476	-75,175
PERSONNEL BENEFITS						
Retirement	874,069	949,113	646,809	970,213	-75,044	-96,144
Death & Disability	12,377	15,164	8,251	12,377	-2,787	0
Hospital Insurance	415,551	356,195	277,034	415,551	59,356	0
Life Insurance	10,232	10,111	6,821	10,232	121	0
Dental Insurance	17,336	15,914	11,558	17,336	1,422	0
Medicare	56,440	56,602	36,179	54,269	-162	2,171
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	1,386,005	1,403,100	986,652	1,479,978	-17,095	-93,974
MATERIALS & SUPPLIES						
Office Supplies	1,040	3,000	119	179	-1,960	861
Operational Supplies	1,000	2,000	348	522	-1,000	478
Gas	100,000	100,000	45,620	68,429	0	31,571
Diesel	250,000	250,000	214,721	322,081	0	-72,081
TOTAL MATERIALS & SUPPLIES	352,040	355,000	260,808	391,212	-2,960	-39,172
Furnishing & Equipment						
Power & Hand Tools	500	0	0	0	500	500
Safety Equipment	2,500	5,000	1,278	1,917	-2,500	583
TOTAL FURNISHING & EQUIPMENT	3,000	5,000	1,278	1,917	-2,000	1,083
DEPARTMENT TOTAL	5,796,207	5,820,738	4,002,296	6,003,444	-24,531	-207,237

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 400-414,430	SECTION: MAINTENANCE DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	2,910,325	2,225,072	1,631,613	2,447,420	685,254	462,906
Holiday Work	10,893	20,899	7,262	10,893	-10,006	0
Sick Leave Used	0	180,645	93,256	139,885	-180,645	-139,885
Annual Leave Earned	0	209,125	148,636	222,955	-209,125	-222,955
Typhoon Salaries		0	43,709	65,563	0	-65,563
Labor Cost Salaries	-804,051	-737,633	-804,051	-1,206,076	-66,418	402,025
Regular Salaries	2,117,167	1,898,108	1,120,426	1,680,638	219,059	436,529
Night Differential/Hazard Pay	164,292	128,963	109,528	164,292	35,329	0
Overtime	117,846	112,845	179,372	269,058	5,001	-151,212
Labor Cost Overtime	-165,296	-85,000	-165,296	-247,943	-80,296	82,648
TOTAL PERSONNEL SERVICES	2,234,009	2,054,916	1,244,030	1,866,045	179,093	367,965
PERSONNEL BENEFITS						
Retirement	784,624	762,039	550,480	825,720	22,584	-41,097
Death & Disability	10,707	9,548	7,138	10,707	1,159	0
Hospital Insurance	338,662	261,204	225,774	338,662	77,458	0
Life Insurance	8,920	8,191	5,947	8,920	729	0
Dental Insurance	15,006	13,289	10,004	15,006	1,716	0
Medicare	42,750	39,477	27,325	40,987	3,272	1,762
Labor Cost Benefits	-436,829	-396,852	-436,829	-655,244	-39,977	218,415
TOTAL PERSONNEL BENEFITS	763,839	696,897	389,839	584,758	66,942	179,080
MATERIALS & SUPPLIES						
Office Supplies	9,400	12,500	2,274	3,411	-3,100	5,989
Operational Supplies	437,530	475,000	273,525	410,287	-37,470	27,243
Operational Supplies Shop Use	60,000	45,000	38,958	58,437	15,000	1,563
Operational Supplies Toplifter	300,000	300,000	199,167	298,751	0	1,249
TOTAL MATERIALS & SUPPLIES	806,930	832,500	513,924	770,886	-25,570	36,044
CONTRACTUALS						
Air Conditioning Repair	8,000	12,000	10,030	15,045	-4,000	-7,045
Hydraulic Hose Replacement	10,000	20,000	4,814	7,222	-10,000	2,778
Machine Shop Services	4,000	8,000	0	0	-4,000	4,000
Starter & Alternator Services	2,000	10,000	2,970	4,455	-8,000	-2,455
Tire Repairs	10,000	25,000	9,477	14,215	-15,000	-4,215
Windshield Glass Repairs	5,000	5,000	1,551	2,327	0	2,673
TOTAL CONTRACTUALS	39,000	80,000	28,843	43,264	-41,000	-4,264
Furnishing & Equipment						
Office Equipment	11,200	20,200	16,183	24,274	-9,000	-13,074
Power & Hand Tools	12,500	11,500	5,870	8,805	1,000	3,695
Safety Equipment	14,500	14,500	5,732	8,598	0	5,902
Shop Equipment	18,000	18,000	4,299	6,448	0	11,552
TOTAL FURNISHING & EQUIPMENT	56,200	64,200	32,083	48,125	-8,000	8,075
DEPARTMENT TOTAL	3,899,978	3,728,513	2,208,718	3,313,078	171,465	586,900

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 420-423	SECTION: FACILITY DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	1,467,346	1,193,010	826,448	1,239,673	274,336	227,673
Holiday Work	5,406	4,768	3,604	5,406	638	0
Sick Leave Used	0	44,878	53,380	80,070	-44,878	-80,070
Annual Leave Earned	0	97,742	70,193	105,290	-97,742	-105,290
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	25,635	38,452	0	-38,452
Labor Cost Salaries	-733,673	-376,454	-461,149	-691,723	-357,219	-41,950
Regular Salaries	739,079	963,944	518,112	777,168	-224,865	-38,089
Night Differential/Hazard Pay	18,552	12,611	12,368	18,552	5,941	0
Overtime	121,000	117,827	90,852	136,277	3,173	-15,277
Labor Cost Overtime	-15,000	-12,000	0	0	-3,000	-15,000
TOTAL PERSONNEL SERVICES	863,631	1,082,382	621,331	931,996	-218,751	-68,366
PERSONNEL BENEFITS						
Retirement	395,596	389,262	276,129	414,193	6,335	-18,597
Death & Disability	7,635	8,911	5,090	7,635	-1,275	0
Hospital Insurance	216,438	181,012	144,292	216,438	35,426	0
Life Insurance	5,077	4,715	3,384	5,077	362	0
Dental Insurance	8,035	8,280	5,357	8,035	-245	0
Medicare	21,819	19,975	13,960	20,940	1,844	879
Labor Cost Benefits	-165,000	-165,602	-249,835	-374,753	602	209,753
TOTAL PERSONNEL BENEFITS	489,601	446,552	198,377	297,566	43,049	192,035
MATERIALS & SUPPLIES						
Office Supplies	1,170	1,500	8	13	-330	1,157
Operational Supplies	110,000	200,000	65,555	98,332	-90,000	11,668
TOTAL MATERIALS & SUPPLIES	111,170	201,500	65,563	98,345	-90,330	12,825
CONTRACTUALS						
Equipment Rental	20,000	10,000	0	0	10,000	20,000
Professional Services	40,000	40,000	3,366	5,049	0	34,951
TOTAL CONTRACTUALS	60,000	50,000	3,366	5,049	10,000	54,951
Furnishing & Equipment						
Office Equipment	1,000	1,000	0	0	0	1,000
Power & Hand Tools	4,500	6,000	2,247	3,371	-1,500	1,130
Safety Equipment	3,000	4,500	2,950	4,425	-1,500	-1,425
Shop Equipment	6,000	6,000	398	597	0	5,403
Marina Maintenance Agat	0	10,000	0	0	-10,000	0
Marina Maintenance GDP	0	10,000	0	0	-10,000	0
TOTAL FURNISHING & EQUIPMENT	14,500	37,500	5,595	8,393	-23,000	6,108
DEPARTMENT TOTAL	1,538,902	1,817,934	894,232	1,341,348	-279,032	197,554

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 600	SECTION: CORPORATE SERVICES MANAGER					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	424,243	337,790	230,536	345,804	86,453	78,440
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	25,568	8,266	12,399	-25,568	-12,399
Annual Leave Eamed	0	37,380	27,043	40,565	-37,380	-40,565
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	4,935	7,402	0	-7,402
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	424,243	400,738	270,780	406,170	23,505	18,074
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	10	15	0	-15
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	424,243	400,738	270,790	406,185	23,505	18,058
PERSONNEL BENEFITS						
Retirement	114,376	118,832	71,989	107,983	-4,456	6,393
Death & Disability	998	987	665	998	11	0
Hospital Insurance	18,525	17,898	12,350	18,525	627	0
Life Insurance	738	761	492	738	-23	0
Dental Insurance	902	823	602	902	79	0
Medicare	5,881	5,577	3,752	5,628	304	253
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	141,421	144,877	89,850	134,775	-3,456	6,646
MATERIALS & SUPPLIES						
Office Supplies	2,550	3,000	1,631	2,447	-450	103
TOTAL MATERIALS & SUPPLIES	2,550	3,000	1,631	2,447	-450	103
Furnishing & Equipment						
Office Equipment	300	300	406	609	0	-309
TOTAL FURNISHING & EQUIPMENT	300	300	406	609	0	-309
DEPARTMENT TOTAL	568,514	548,915	362,677	544,016	19,599	24,498

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 610	SECTION: GENERAL ADMINISTRATION DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	298,500	205,149	128,127	192,191	93,351	106,309
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	8,969	8,500	12,750	-8,969	-12,750
Annual Leave Earned	0	19,562	13,291	19,937	-19,562	-19,937
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	2,131	3,197	0	-3,197
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	298,500	233,680	152,049	228,074	64,820	70,426
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	0	0	24	36	0	-36
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	298,500	233,680	152,073	228,110	64,820	70,390
PERSONNEL BENEFITS						
Retirement	80,476	57,045	43,357	65,035	23,431	15,441
Death & Disability	670	950	447	670	-279	0
Hospital Insurance	31,735	35,900	21,157	31,735	-4,164	0
Life Insurance	638	714	425	638	-76	0
Dental Insurance	1,200	1,368	800	1,200	-168	0
Medicare	3,047	3,125	1,953	2,930	-78	117
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	117,766	99,101	68,139	102,208	18,665	15,558
MATERIALS & SUPPLIES						
Office Supplies	4,200	6,000	2,736	4,105	-1,800	95
TOTAL MATERIALS & SUPPLIES	4,200	6,000	2,736	4,105	-1,800	95
CONTRACTUALS						
Equipment Rental		0	0	0	0	0
Professional Services	6,454	5,520	1,523	2,285	934	4,169
TOTAL CONTRACTUALS	6,454	5,520	1,523	2,285	934	4,169
Furnishing & Equipment						
Office Equipment	0	400	0	0	-400	0
TOTAL FURNISHING & EQUIPMENT	0	400	0	0	-400	0
DEPARTMENT TOTAL	426,920	344,701	224,472	336,708	82,219	90,212

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 620	SECTION: HUMAN RESOURCES DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Apr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	518,230	403,427	250,048	375,072	114,803	143,158
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	6,469	5,156	7,735	-6,469	-7,735
Annual Leave Earned	0	41,224	26,216	39,324	-41,224	-39,324
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	4,355	6,532	0	-6,532
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	518,230	451,119	285,775	428,663	67,110	89,567
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	1,000	2,500	20	30	-1,500	970
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	519,230	453,619	285,795	428,693	65,610	90,537
PERSONNEL BENEFITS						
Retirement	139,715	131,201	82,883	124,324	8,514	15,391
Death & Disability	1,041	1,921	694	1,041	-880	0
Hospital Insurance	39,036	30,598	26,024	39,036	8,438	0
Life Insurance	912	1,075	608	912	-163	0
Dental Insurance	1,761	1,667	1,174	1,761	94	0
Medicare	5,934	6,293	3,786	5,679	-359	256
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	188,399	172,755	115,168	172,752	15,644	15,646
MATERIALS & SUPPLIES						
Office Supplies	2,100	2,000	1,376	2,064	100	36
TOTAL MATERIALS & SUPPLIES	2,100	2,000	1,376	2,064	100	36
TRAINING & TRAVEL						
Training (Local/Federal)	100,000	100,000	67,286	100,929	0	-929
Travel (Local/Federal)	140,000	140,000	207,483	311,225	0	-171,225
TOTAL TRAINING & TRAVEL	240,000	240,000	274,769	412,154	0	-172,154
Furnishing & Equipment						
Office Equipment	500	500	0	0	0	500
TOTAL FURNISHING & EQUIPMENT	500	500	0	0	0	500
Miscellaneous						
Dues & Subscriptions	1,500	1,000	0	0	500	1,500
TOTAL MISCELLANEOUS	1,500	1,000	0	0	500	1,500
DEPARTMENT TOTAL	951,728	869,874	677,109	1,015,664	81,854	-63,935

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 630-632	SECTION: PROCUREMENT/SUPPLY DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	680,024	686,901	414,317	621,476	-6,877	58,547
Holiday Work	1,239	184	826	1,239	1,055	0
Sick Leave Used	0	13,236	13,502	20,254	-13,236	-20,254
Annual Leave Earned	0	66,888	40,426	60,639	-66,888	-60,639
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	10,082	15,122	0	-15,122
Labor Cost Salaries	0	0	0	0	0	0
Regular Salaries	681,262	767,209	479,153	718,730	-85,947	-37,468
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	2,500	5,000	42	63	-2,500	2,437
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	683,762	772,209	479,195	718,793	-88,447	-35,030
PERSONNEL BENEFITS						
Retirement	183,334	222,100	136,401	204,601	-38,765	-21,267
Death & Disability	1,665	2,960	1,110	1,665	-1,295	0
Hospital Insurance	80,899	78,691	53,933	80,899	2,208	0
Life Insurance	1,981	2,187	1,320	1,981	-207	0
Dental Insurance	3,334	3,210	2,223	3,334	124	0
Medicare	9,439	9,596	6,051	9,076	-156	363
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	280,652	318,745	201,037	301,556	-38,093	-20,903
MATERIALS & SUPPLIES						
Office Supplies	2,000	4,500	1,321	1,982	-2,500	18
TOTAL MATERIALS & SUPPLIES	2,000	4,500	1,321	1,982	-2,500	18
CONTRACTUALS						
Advertising	17,000	17,000	4,838	7,257	0	9,743
Equipment Rental	79,000	75,000	55,503	83,254	4,000	-4,254
TOTAL CONTRACTUALS	96,000	92,000	60,341	90,511	4,000	5,489
Furnishing & Equipment						
Office Equipment	7,500	6,000	2,733	4,099	1,500	3,401
TOTAL FURNISHING & EQUIPMENT	7,500	6,000	2,733	4,099	1,500	3,401
Miscellaneous						
Drinking Water	10,000	16,000	5,980	8,970	-6,000	1,030
TOTAL MISCELLANEOUS	10,000	16,000	5,980	8,970	-6,000	1,030
DEPARTMENT TOTAL	1,079,915	1,209,454	750,607	1,125,910	-129,539	-45,995

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 640	SECTION: ENGINEERING/CIP DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	578,830	527,683	174,417	261,626	51,147	317,204
Holiday Work	355	993	236	355	-639	0
Sick Leave Used	0	23,950	34,157	51,236	-23,950	-51,236
Annual Leave Earned	0	24,591	17,650	26,474	-24,591	-26,474
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	5,849	8,774	0	-8,774
Labor Cost Salaries	-347,298	-279,672	456	684	-67,626	-347,982
Regular Salaries	231,887	297,545	232,766	349,149	-65,659	-117,262
Night Differential/Hazard Pay	274	241	183	274	33	0
Overtime	78,000	78,000	333	500	0	77,500
Labor Cost Overtime	-70,200	-55,000	0	0	-15,200	-70,200
TOTAL PERSONNEL SERVICES	239,961	320,786	233,282	349,923	-80,825	-109,962
PERSONNEL BENEFITS						
Retirement	156,052	196,684	74,767	112,150	-40,632	43,903
Death & Disability	974	1,673	649	974	-699	0
Hospital Insurance	35,860	42,731	23,907	35,860	-6,870	0
Life Insurance	1,049	971	699	1,049	78	0
Dental Insurance	1,956	2,556	1,304	1,956	-601	0
Medicare	4,770	7,894	3,043	4,564	-3,124	205
Labor Cost Benefits	-73,390	-108,426	194	291	35,036	-73,681
TOTAL PERSONNEL BENEFITS	127,272	144,083	104,563	156,845	-16,812	-29,573
MATERIALS & SUPPLIES						
Office Supplies	1,000	2,000	523	785	-1,000	215
TOTAL MATERIALS & SUPPLIES	1,000	2,000	523	785	-1,000	215
CONTRACTUALS						
Blue Print Services	200	2,000	0	0	-1,800	200
TOTAL CONTRACTUALS	200	2,000	0	0	-1,800	200
Furnishing & Equipment						
Office Equipment	2,000	7,000	191	287	-5,000	1,713
TOTAL FURNISHING & EQUIPMENT	2,000	7,000	191	287	-5,000	1,713
Miscellaneous						
Dues & Subscriptions	7,000	7,000	5,991	8,986	0	-1,986
TOTAL MISCELLANEOUS	7,000	7,000	5,991	8,986	0	-1,986
DEPARTMENT TOTAL	377,432	482,869	344,550	516,826	-105,437	-139,393

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 650	SECTION: COMMERCIAL DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	448,886	380,872	296,538	444,807	68,014	4,079
Holiday Work	0	0		0	0	0
Sick Leave Used	0	28,600	12,523	18,785	-28,600	-18,785
Annual Leave Earned	0	37,936	32,622	48,933	-37,936	-48,933
Comp Time Taken	0	0		0	0	0
Typhoon Salaries	0	0	5,506	8,259	0	-8,259
Labor Cost Salaries	0	0		0	0	0
Regular Salaries	448,886	447,408	347,190	520,785	1,478	-71,899
Night Differential/Hazard Pay	0	0		0	0	0
Overtime	0	0	31	46	0	-46
Labor Cost Overtime	0	0		0	0	0
TOTAL PERSONNEL SERVICES	448,886	447,408	347,220	520,830	1,478	-71,945
PERSONNEL BENEFITS						
Retirement	121,020	125,856	100,792	151,187	-4,837	-30,168
Death & Disability	1,500	1,323	1,000	1,500	177	0
Hospital Insurance	57,614	48,363	38,410	57,614	9,252	0
Life Insurance	1,102	960	735	1,102	142	0
Dental Insurance	2,295	1,996	1,530	2,295	299	0
Medicare	7,109	6,035	4,557	6,835	1,074	273
Labor Cost Benefits	0	0	0	0	0	0
TOTAL PERSONNEL BENEFITS	190,640	184,533	147,023	220,534	6,106	-29,895
MATERIALS & SUPPLIES						
Office Supplies	2,500	2,000	1,413	2,119	500	381
TOTAL MATERIALS & SUPPLIES	2,500	2,000	1,413	2,119	500	381
CONTRACTUALS						
Appraisal Services	60,000	40,000	63,488	95,231	20,000	-35,231
Equipment Rental	5,000	5,000		0	0	5,000
Printing Services	8,500	5,000		0	3,500	8,500
Surveyor Services	10,000	10,000	6,500	9,750	0	250
TOTAL CONTRACTUALS	83,500	60,000	69,988	104,981	23,500	-21,481
Furnishing & Equipment						
Office Equipment	5,000	5,000		0	0	5,000
Power & Hand Tools	4,000	3,000		0	1,000	4,000
TOTAL FURNISHING & EQUIPMENT	9,000	8,000	0	0	1,000	9,000
DEPARTMENT TOTAL	734,526	701,941	565,643	848,465	32,584	-113,940

**FY-2025
PROPOSED BUDGET**

BUSINESS UNIT: 670	SECTION: INFORMATION TECHNOLOGY DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Aprr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	709,277	573,454	414,383	621,575	135,822	87,702
Holiday Work	0	0	0	0	0	0
Sick Leave Used	0	30,969	14,444	21,666	-30,969	-21,666
Annual Leave Earned	0	56,902	41,377	62,065	-56,902	-62,065
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	8,050	12,075	0	-12,075
Labor Cost Salaries	-184,412	-90,328	-1,220	-1,831	-94,084	-182,581
Regular Salaries	524,865	570,997	477,033	715,550	-46,132	-190,685
Night Differential/Hazard Pay	0	0	0	0	0	0
Overtime	20,000	20,000	10,861	16,291	0	3,709
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	544,865	590,997	487,894	731,841	-46,132	-186,977
PERSONNEL BENEFITS						
Retirement	191,221	186,815	136,178	204,266	4,406	-13,045
Death & Disability	183	308	122	183	-124	0
Hospital Insurance	60,863	55,893	40,575	60,863	4,970	0
Life Insurance	1,470	1,257	980	1,470	213	0
Dental Insurance	2,294	2,112	1,529	2,294	182	0
Medicare	9,000	7,918	5,753	8,629	1,082	371
Labor Cost Benefits	-58,010	-39,474	-552	-829	-18,536	-57,181
TOTAL PERSONNEL BENEFITS	207,023	214,829	184,585	276,878	-7,807	-69,855
MATERIALS & SUPPLIES						
Office Supplies	400	1,000	88	132	-600	268
Operational Supplies	28,200	40,000	12,934	19,401	-11,800	8,799
TOTAL MATERIALS & SUPPLIES	28,600	41,000	13,022	19,532	-12,400	9,068
CONTRACTUALS						
Computer Maintenance	350,000	200,000	277,163	415,744	150,000	-65,744
General Service & Maintenance	0	155,000	188,346	282,519	-155,000	-282,519
Professional Services	0	0	16,366	24,550	0	-24,550
TOTAL CONTRACTUALS	350,000	355,000	481,875	722,813	-5,000	-372,813
Furnishing & Equipment						
Office Equipment	1,000	1,000	0	0	0	1,000
Power & Hand Tools	5,000	15,000	0	0	-10,000	5,000
Computer Equipment	40,000	800	11,560	17,340	39,200	22,660
TOTAL FURNISHING & EQUIPMENT	46,000	16,800	11,560	17,340	29,200	28,660
Miscellaneous						
Dues & Subscriptions	91,900	48,400	0	0	43,500	91,900
TOTAL MISCELLANEOUS	91,900	48,400	0	0	43,500	91,900
DEPARTMENT TOTAL	1,268,387	1,267,027	1,178,936	1,768,405	1,361	-500,017

**FY-2025
PROPOSED BUDGET**

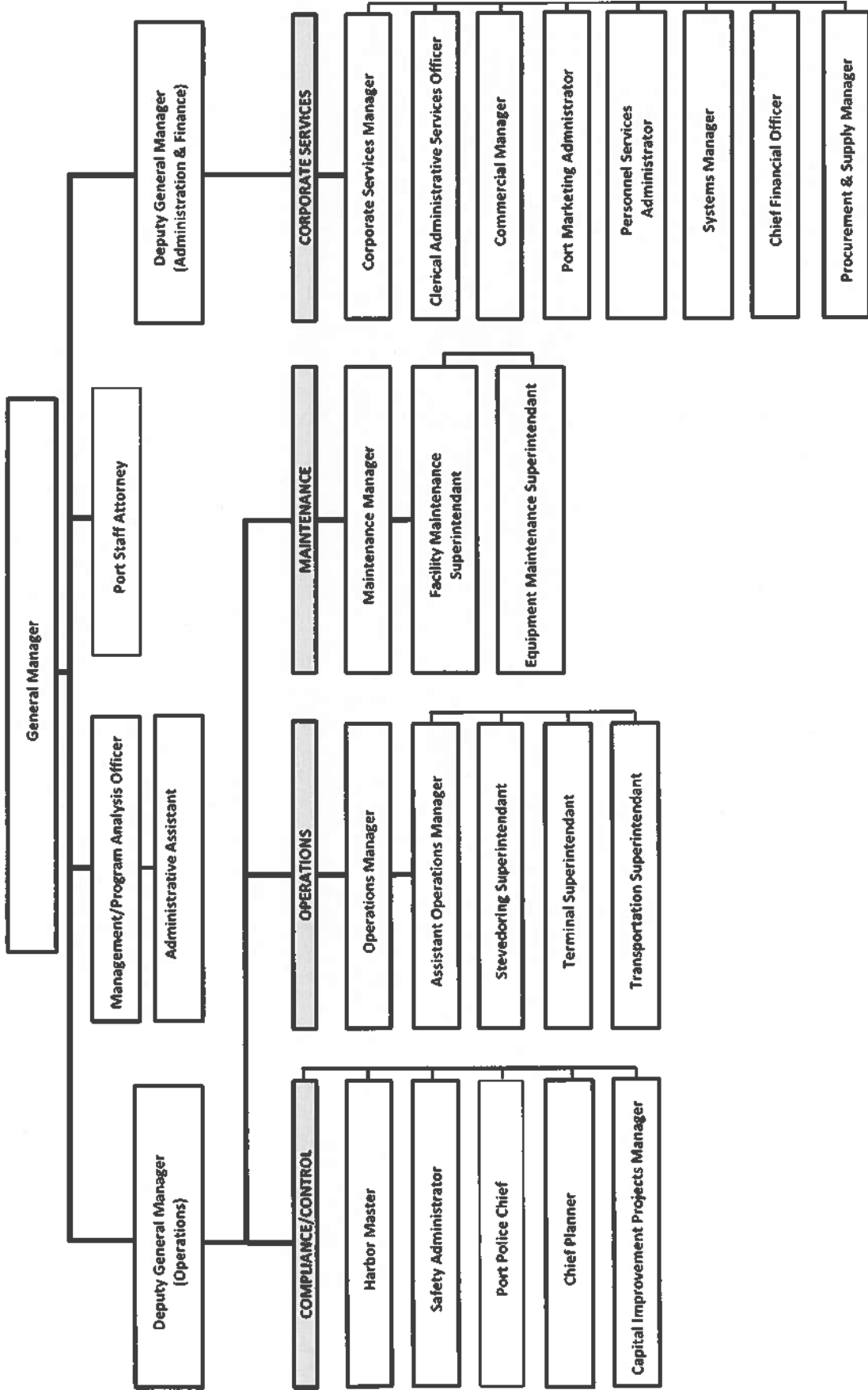
BUSINESS UNIT: 675-685, 140	SECTION: FINANCE DIVISION					
OBJECT CLASSIFICATION/ITEM	FY-2025 Proposed Budget	FY-2024 Approved Budget	FY-2024 YTD Actuals 5/31/2024	FY-2024 Antcpd EOY	FY-25 Prop vs FY-24 Appr	FY-25 Prop vs FY-24 Antcpd EOY
PERSONNEL SERVICES						
Management & Employee Salaries	1,803,214	1,437,431	995,958	1,493,937	365,783	309,277
Holiday Work	1,233	1,591	822	1,233	-358	0
Sick Leave Used	0	47,795	34,124	51,185	-47,795	-51,185
Annual Leave Earned	0	122,244	87,264	130,896	-122,244	-130,896
Comp Time Taken	0	0	0	0	0	0
Typhoon Salaries	0	0	19,794	29,690	0	-29,690
Labor Cost Salaries	-180,813	-120,664	0	0	-60,150	-180,813
Regular Salaries	1,623,633	1,488,397	1,137,961	1,706,941	135,236	-83,308
Night Differential/Hazard Pay	36	12	24	36	24	0
Overtime	10,000	8,518	1,494	2,241	1,482	7,759
Labor Cost Overtime	0	0	0	0	0	0
TOTAL PERSONNEL SERVICES	1,633,669	1,496,927	1,139,479	1,709,218	136,743	-75,549
PERSONNEL BENEFITS				0		
Retirement	486,146	462,611	319,661	479,491	23,536	6,655
Death & Disability	4,115	6,364	2,743	4,115	-2,249	0
Hospital Insurance	121,639	125,385	81,126	121,689	-3,695	0
Life Insurance	4,249	4,084	2,833	4,249	165	0
Dental Insurance	5,752	5,410	3,835	5,752	342	0
Medicare	21,652	20,608	13,773	20,660	1,044	992
Labor Cost Benefits	-52,416	-52,730	0	0	314	-52,416
TOTAL PERSONNEL BENEFITS	591,188	571,732	423,971	635,957	19,456	-44,769
MATERIALS & SUPPLIES						
Office Supplies	7,800	10,350	5,137	7,705	-2,550	95
TOTAL MATERIALS & SUPPLIES	7,800	10,350	5,137	7,705	-2,550	95
CONTRACTUALS						
Communication Maintenance	70,000	70,000	72,058	108,087	0	-38,087
TOTAL CONTRACTUALS	70,000	70,000	72,058	108,087	0	-38,087
Furnishing & Equipment						
Office Equipment	3,500	3,500	571	856	0	2,644
TOTAL FURNISHING & EQUIPMENT	3,500	3,500	571	856	0	2,644
Miscellaneous						
Dues & Subscriptions	2,000	2,000	2,103	3,155	0	-1,155
TOTAL MISCELLANEOUS	2,000	2,000	2,103	3,155	0	-1,155
DEPARTMENT TOTAL	2,308,157	2,154,508	1,643,319	2,464,978	153,649	-156,821

**FY-2025
PROPOSED BUDGET
CAPITAL IMPROVEMENT PROJECTS**

A.) The following list of projects are currently ongoing or in the planning and design stages. Please note they are not in any order of priority and is Subject to Cash Availability and will go through the processes of being Certified and Approved by the Financial Affairs Controller and the General Manager of the Port Authority of Guam

	Description	Category	Status	Start Date	End Date	Balance	Bid Amount
BOND PROJECTS:							
1	Rehabilitation of H Wharf	BOND	Ongoing	10/2/2023	9/30/2026	12,278,520	46,331,895
2	EQMR Building Repairs and Upgrades	BOND	Ongoing	10/1/2022	5/31/2024	1,533,592	3,980,000
3	Financial Management System (Enterprise 1 Upgrade)	BOND	Ongoing	9/30/2019	12/31/2022	35,370	0
4	Golf Pier Repairs and Improvements	BOND	To be rebid	1/1/2023	6/30/2024	1,627,852	5,345,000
5	New Administration Building	BOND	No action			10,445,000	0
6	PL 35-44 Reprogrammed Funds (Other Priority Projects)	BOND	Ongoing			4,980,745	0
7	Warehouse 1 Repairs and Upgrades	BOND	Ongoing	1/1/2023	6/30/2024	1,552,987	6,460,000
8	Waterline Replacement and Relocation	BOND	Ongoing	8/1/2022	12/31/2023	3,412,417	4,856,569
9							
10							
11						34,833,611	66,973,464
12							
	Description	Category	Status	Start Date	End Date	Fed Share	PAG Share
Federal Funded CIP Projects:							
14	F1 to Golf Pier Fuel Connectivity Project	EDA	Ongoing	6/1/2023	12/31/2024	2,413,091	603,272
15	Acquisition of Two Unmanned Aerial Vehicles (Port Police Drones)	FY 2022 FEMA PSGP	Pending PAG Policy to FEMA	9/1/2022	8/31/2025	74,290	24,763
16	IDEN Services	FY 2022 FEMA PSGP	Ongoing	9/1/2022	8/31/2025	84,450	28,150
17	Acquisition of Two (2) Port Police Boat Trailers	FY 2023 FEMA PSGP	Pending delivery	9/1/2023	8/31/2026	42,003	0
18	Acquisition of Port Police Durabooks and Accessories	FY 2023 FEMA PSGP	Pending delivery	9/1/2023	8/31/2026	43,378	0
19	Port Police Division Acquisition of Personal Protection Equipment (PPE) Shellback Tactical Banshee Elite 3.0 Active Shooter Kit with Plates and Helmets	FY 2023 FEMA PSGP	Pending Procurement	9/1/2023	8/31/2026	39,398	0
20	Fendering System Hardening Project (HMGP)	FEMA HMGP	Ongoing, requested grant extension up to November 2025	12/7/2021	requested to extend	603,689	201,230
21	Warehouse 1 Hardening Project (Roll-Up Doors) (HMGP)	FEMA HMGP	Completed, Grant close-out due July 5, 2024	12/7/2021	4/30/2024	385,875	128,625
22	Phase 1: Welding Shop Repairs and Upgrades	OIA	Pending Procurement	1/1/2023	12/31/2023	241,950	241,950
23	Phase 2: Welding Shop Repairs and Upgrades	OIA	Pending Procurement	1/1/2023	12/31/2023	151,850	151,850
24	Wharves Service Life Extension: F1 Pier & Wharves F2 - F6 Hardening Project	MARAD	Pending NEPA	1/1/2023	12/31/2026	17,941,997	4,485,499
25	2023 Master Plan Update & Supplemental Support Services (Task Order 10/10S)	OLDCC 2019/2020	Completed	9/1/2019	9/30/2023	1,600,000	\$ -
26	PAG Construction Technical Oversight Services GR882-21-08 (Task Order 11)	OLDCC 2021	requested grant extension up to April 30, 2024	3/1/2021	requested to extend	150,000,000	\$ -
27							
28							
29						29,164,640	11,076,244
30							
	Description		Status	Priority			PAG
PAG Funded CIP Projects:							
32	Crane Demolition		Ongoing				2,573,155
33	EQMR Building Maintenance		Ongoing				3,614,510
34	Waterline Replacement		Ongoing				4,856,569
35	Painting of CMU Perimeter Walls		Ongoing				218,000
36	WH-1 Repair and Upgrade- Reduced Scope of Work		Ongoing				4,215,000
37	Warehouse 1 Roof Vent Replacement Project		Ongoing				450,000
38	Supply and Installation of Signage Pole and Exterior Signs Project		Ongoing				370,000
39	Painting of Miscellaneous PAG Building Project		Ongoing				250,000
40	F-3 to F-6 General Bulkhead Repair of Concrete Cracks and Spalls Project		Ongoing				500,000
42	WH-1 Repair and Upgrade- Reduced Scope of Work		Priority	1			4,215,000
43	F-3 to F-6 General Bulkhead Repair of Concrete Cracks and Spalls Project		Priority	2			500,000
44	Administration Building Roof Top 2nd Flr Surrounding Harbor Master Repairs		Priority	3			540,000
45	Demolition/rebuild-Container building Office		Priority	4			300,000
46	GDP Marina, Replacement of gangway on Dock C		Priority	5			7,500
47	Operation Building Miscellaneous Items		Priority	6			120,000
48	Renovation of two Operations Divisions Restrooms		Priority	7			81,500
49	Welders break room renovations		Priority	8			20,000
50	Welders office renovations		Priority	9			20,000
51	Installation of awning at Port Command Center		Priority	10			5,000
	Installation of awning at Main Gate (gulf 1)		Priority	11			3,000
	Installation of awning at Pedestrian Gate (pedgate)		Priority	12			2,000
							22,861,234

PORT AUTHORITY OF GUAM
Jose D. Leon Guerrero Commercial Port
FY-2025
ORGANIZATIONAL CHART



Resolution No. 2024-10

RELATIVE TO AUTHORIZING THE PORT AUTHORITY GENERAL MANAGER TO SEEK CLARIFICATION FROM THE SUPERIOR COURT OF GUAM OF THE CIVIL SERVICE COMMISSION'S DECISION AND JUDGMENT IN CSC CASE NO. 23-AA11T, SPECIFIC TO THE LEGAL EFFECT OF INSUFFICIENT VOTES.

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

WHEREAS, on October 30, 2023, Former Port Procurement & Supply Manager JoyJean R. Arceo was terminated for (1) refusal to perform prescribed duties [violation of Port Personnel Rule 11.303(B)]; (2) insubordination [violation of Port Personnel Rule 11.303(E)]; and (3) unsatisfactory performance by failing to put forth honest effort in her performance of duties, and by using a public office for private gain [violation of Port Personnel Rules 11.303(R), 3.000(E), and 3.000(G)]; and

WHEREAS, on November 20, 2023, Arceo filed an appeal of her adverse action with the Civil Service Commission ("CSC"), as CSC Adverse Action Appeal Case No. 23-AA11T, that resulted in the CSC presiding over the argument of five (5) preliminary motions and a merits hearing disputed over the course of five (5) days, including the presentation and cross-examination of evidence in the form of sixty-three (63) documentary exhibits, nine (9) testifying witnesses, as well as opening and closing arguments; and

WHEREAS, at the conclusion of the merits hearing on June 12, 2024, the then-four (4) sitting members of the CSC voted such that two (2) members voted to sustain and uphold the Port's termination of Arceo, and two (2) members voted to revoke the Port's termination of Arceo and, thusly, the CSC declared that Port Management failed to attain "the Rule of Four [votes]," causing the CSC to order Arceo's reinstatement to her former Port position, and award her full back pay, benefits, and attorney's fees, despite Port counsel's objection that the CSC lacked four (4) votes to support their act to reinstate Arceo; and

WHEREAS, on June 19, 2024, Port staff attorney filed, for the CSC's signature, a proposed written order stating that the CSC lacks legal authority to revoke the Port's adverse action because it did not render four (4) affirmative votes to do so, which is required by 4 GCA § 4402 for any action by the CSC; and

WHEREAS, despite the above, on August 6, 2024, the CSC convened and purported to sign a Decision and Judgment that decreed: that the Port's termination of Arceo is revoked; that Arceo is ordered reinstated to her former position; that the Port is to award Arceo all applicable back pay and benefits; and that the Port is to award Arceo her attorney's fees. Port counsel asked to address the CSC on the matter and was denied and instructed to file a motion for reconsideration instead. To date, the Port has not been served a copy of the CSC's purported written Decision and Judgment; and

WHEREAS, on August 9, 2024, Port staff attorney filed a written reconsideration motion to the CSC to revoke and rescind its August 6, 2024 Decision and Judgment, citing case law and statutes for the proposition that the CSC lacks legal authority to take any official act to affect the Port's adverse action because it did not render four (4) affirmative votes to revoke it, as is required of the CSC by 4 GCA § 4402; and

WHEREAS, on August 27, 2024, the CSC ruled on the Port's motion for reconsideration, denied it, and persisted in its promulgation of its August 6, 2024 Decision and Judgment ordering Arceo's reinstatement and award of back pay and attorney's fees. At that hearing, two (2) of the CSC members commented that, while 4 GCA § 4402 does appear to clearly mandate that at least four (4) affirmative votes are required for the CSC to take *any* action (to include Arceo's reinstatement), the CSC has always operated such that any failure of Management to obtain four (4) votes in favor of upholding its adverse action results in an automatic reversal of Management's adverse action by the CSC, even if the Employee fails to obtain four (4) member votes in favor of said reversal. The two (2) CSC members noted that it appears necessary that the Port appeal the issue to the Guam Superior Court, given the CSC's habitual practice and self-imposed dilemma; and

WHEREAS, 4 GCA § 4406(e) states that, at the conclusion of a merits hearing, the CSC "may sustain, modify, or revoke the action taken" by Management. Further, the Legislature explicitly limits the legal authority of the CSC, such that 4 GCA § 4402 unequivocally directs that: "The affirmative vote of four (4) members shall be required for any action of the [Civil Service] Commission."; and

WHEREAS, it is incumbent upon the Port to file a Writ of Judicial Review in the Superior Court of Guam to challenge the CSC's August 6, 2024 Decision and Judgment, for the reason that the CSC illegally exceeded its statutory authority and violated its enabling Act by issuing a Decision and Judgment revoking the Port's adverse action imposed on former employee JoyJean R. Arceo without the support of four (4) affirmative CSC member votes to do so; and

WHEREAS, the Port believes it perennially essential that it to strive to uphold the rule of law, and to endeavor to protect the integrity of all personnel actions that it proclaims for the benefit of the Port and its employees generally. Taking this matter to the Superior Court for its review is, not only tacitly urged by members of the CSC itself at the August 27, 2024 hearing, but crucially necessary here because the plain language of the law so obviously sides with the Port; and



NOW THEREFORE BE IT RESOLVED, that the Board of Directors hereby authorizes General Manager Rory J. Respicio to direct the Port Staff Attorney(s) to file, advance, and argue a Writ of Judicial Review (or any other applicable or related legal vehicle) before the Superior Court of Guam to seek to overturn the Decision and Judgment purportedly signed by the Civil Service Commission on August 6, 2024 in CSC Adverse Action Appeal Case No. 23-AA11T. The latitude and authority granted to this end includes any and all legal means and methods deemed advisable by the Port Staff Attorney(s) in the best interest of the Port in this matter, with the oversight and approval of the General Manager as to all major decisions to be made on the Port's behalf in the matter that would not otherwise be necessary to bring to this Board to decide; 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 30th DAY OF AUGUST, 2024.**

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

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

