



# NEWSLETTER

## PORT AUTHORITY OF GUAM

JULY 2024

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*Deputy General Manager*  
*Administration and Finance*



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### Port unveils Challenge Coin honoring its workforce



played a critical role in designing and building the float. This acknowledgment highlighted a significant chapter in Guam’s history — Liberation Day —celebrating the resilience, courage, and unyielding spirit of the island’s people.

“As we reflect on what liberation means to us, consider what it means to you as an employee of the Port Authority of Guam and the crucial role you each play in this ongoing journey,” said Port General Manager Rory

The Port Authority of Guam unveiled its 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.

The event began with a recognition of the efforts of the Liberation Day float planning committee, headed by the CIP/ Engineering, Planning, and Marketing divisions with the support of all other divisions, including Operations and Equipment Maintenance, who

J. Respicio. “Each of you play 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

*Story continues on page 2*

quality workplace we have provided over the years, they encapsulate our values and mission, fostering a sense of belonging and unity,” said Respicio.

Respicio also highlighted the critical role of port employees during the COVID pandemic and Typhoon MAWAR, emphasizing their essential status and uninterrupted operations. He expressed gratitude for the support from Governor Lou Leon

Guerrero, Lt. Governor Josh Tenorio, Board Chair Dot Harris, Vice-Chair Conchita Taitano, Board Secretary Fe Ovalles and industry partners, acknowledging their substantial and unwavering assistance to the Port Authority of Guam.

As Respicio concluded, he encouraged the Port Strong Family to continue their collective efforts, ensuring a bright and prosperous future for all, “Stay the course—the best is yet to come!”

## AAPA highlights PAG Challenge Coin

The American Association of Port Authorities (AAPA) featured the Port Authority of Guam Challenge Coin in their latest AAPA Seaports Newsletter.

The article was sent out to hundreds of members of the AAPA across the United States and highlighted our agency’s unveiling of our coin that symbolizes unity and pride.

The AAPA newsletter article stated, “Port General Manager Rory J. Respicio underscored the vital role each employee plays in sustaining operations and fostering economic prosperity, emphasizing their dedication through challenging times like the COVID-19 pandemic and Typhoon MARWAR. The coins, featuring the Port Strong

insignia, serve as enduring tokens of appreciation and unity within the port community.”

The American Association of Port Authorities is the unified voice of the seaport industry in the Americas, representing more than 130 public port authorities in the U.S., Canada, the Caribbean and Latin America.

For more than a century, AAPA membership has empowered port authorities and their maritime industry partners to serve global customers and create economic and social value for their communities. AAPA events, resources and partnerships connect, inform and unify seaport leaders and maritime professionals who deliver prosperity around the western hemisphere.

# SEAPORTS

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**ADVISORY**

July 25, 2024

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## Port Authority of Guam Introduces Challenge Coin, Celebrating Unity and Employee Dedication



The Port Authority of Guam marked a significant occasion by introducing its own challenge coin, symbolizing unity and pride among employees. Inspired by military tradition, the coin honors the resilience and camaraderie of Port Strong workers, highlighted during the Liberation Day celebrations. Port General Manager Rory J. Respicio underscored the vital role each employee plays in sustaining operations and fostering economic prosperity, emphasizing their dedication through challenging times like the COVID-19 pandemic and Typhoon MARWAR. The coins, featuring the Port Strong insignia, serve as enduring tokens of appreciation and unity within the port community



In a strategic move to address the critical need for enhanced maintenance of the Port's aging gantry cranes and yard assets, the Port Authority of Guam has appointed Mr. Kin Pangelinan as Acting Maintenance Manager.

"This appointment underscores the Port's commitment to optimizing the functionality and longevity of its aging gantry cranes until the procurement of new cranes can be finalized as well as proper maintenance of all port resources," said Port General Manager Rory J. Respicio. "This approach will address the perennial issue of balancing vessel operations with the necessary maintenance of all yard equipment without

compromising operational efficiency."

### **Maintenance authority**

The Maintenance Department, under the leadership of Mr. Pangelinan and with the concurrence of the Deputy General Manager of Operations and Maintenance and the General Manager, will hold ultimate authority over the downing of all yard equipment for preventative maintenance. This directive mandates the proper scheduling of vessel operations around maintenance activities, ensuring that equipment upkeep is prioritized to prevent breakdowns and costly repairs.

### **Longevity and optimal performance**

The Port acknowledges the vital importance of vessel operations but emphasizes that regular and timely maintenance of yard equipment, including Ship-to-Shore gantry cranes, is crucial. "By giving maintenance precedence over vessel operations when necessary, we aim to ensure the longevity and optimal performance of equipment," said Respicio. This strategy is expected to enhance the overall efficiency of port operations and mitigate the risks associated with aging infrastructure.

### **Organizational efficiency**

While the new organizational structure prioritizes maintenance, the Port reassures stakeholders that the current practices of achieving both operational and maintenance goals will not be hindered. Instead, the changes are designed to solidify these practices, promoting a more streamlined and effective approach to managing the Port's resources.

Mr. Kin Pangelinan's appointment as Acting Maintenance Manager marks a significant step toward ensuring that the Port Authority of Guam continues to operate at peak efficiency while safeguarding its critical infrastructure and assets.



In recognition of the extraordinary efforts of the Port Authority of Guam's employees, General Manager Rory J. Respicio applauded the staff for their resilience and dedication in the aftermath of Typhoon Mawar.

During the American Association of Port Authority's 2024 Smart Ports Seminar & Expo in Seattle, Washington, Respicio highlighted how the team not only swiftly restored port operations, but also ensured the well-being of their colleagues and their families. He praised the employees for their hard work and commitment to both the agency and the community, demonstrating a true spirit of unity and compassion during challenging times.

On the first day of the seminar, Respicio took part as a panel member for the session Bracing for the Inevitable: Disaster Preparedness Strategies for Ports, where he shared how the Port of Guam prepared for and responded to Typhoon Mawar that devastated our island in May 2023.

Respicio talked about how the Port followed standard protocol when preparing for a typhoon – yard preparations, putting up typhoon shutters, securing offices and equipment, topping off fuel for equipment and generators and wrapping up the crane engines as protection from anticipated strong winds and rain (something that hasn't been done in the past).

Despite millions of dollars in damages, the Port reopened operations after three days as a result of working closely with the Administration, as well as with federal and local partners.

As a panel member, Respicio stressed that response and recovery was not only important

at the Port Authority, it was just as important at the home front for each employee working for the agency. "One of the things I wanted to make sure of is that employees had a hot meal while at work," said Respicio. "You don't think of money in times like this, you think of what you can do to maintain 100 percent operations and stabilize the workforce."

He also shared that through the employee association, washing machines and dryers were provided for the employees and their families to utilize while power had not yet been restored in their homes. Arrangements were also made for a FEMA intake site to be established at the Port Authority so employees and their families would not miss the opportunity to submit applications for the services provided by FEMA.

All ports have a disaster response plan but not all ports go the extra mile to ensure their employees' well-being at home. "When the home front is secure and happy, employees come to work happy and focused," said Respicio. "If we are there to pick each other up and understand that we're all doing our best to get the results we need for the greater good, we're going to make things happen - disaster or no disaster. That's what we do as a Port."

Those in attendance at the panel discussion were impressed to hear how the Port Authority went above and beyond to ensure that employees were physically and mentally equipped to be fully operational after three days of Typhoon Mawar. They will be taking lessons learned back to their ports.



On Sunday, July 21, 2024, island residents gathered along the Marine Corps Drive in Hagåtña to watch the Liberation Day Parade commemorating Guam's 80th year liberated from Japanese occupation.

The Port Authority of Guam's annual participation in the event included the agency's float entry that managed to earn third place in the local Government Float category.

"Heartfelt thanks to all our dedicated Port Strong employees who turned our float vision into reality," expressed Port General Manager Rory J. Respicio. "From the committee members who meticulously designed yet another award-winning float, to our hard working teams in the yard who brought the vision to life, to everyone who added the final touches... your efforts have not gone unnoticed. 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."

#### **The Float**

As the float made its way through the parade, the moving gantry crane stood as a testament to Guam's industrious spirit and the island's journey of rebuilding and modernization since World

War II. This symbol of infrastructure and growth highlights how far Guam has come, transforming from a war-torn island into a thriving community.

The slingstone shape of the vessel adorned with the island's native flower, the Gaosáli, reminds spectators of the CHamoru people's strength, adaptability, and their intrinsic connection to the ocean, which has always been a source of sustenance and a path to new horizons.

Above it all, the dove soars as a beacon of peace, reflecting the heartfelt desire for tranquility and unity among the people of Guam. This symbol aligns perfectly with the theme, "Todu i Tiempo i Pás Para Hita (Peace for us always)," resonating with the collective memory of liberation and the ongoing aspiration for lasting peace.

The Port's float, adorned with these meaningful symbols, not only commemorates the historic liberation but also honors the perseverance and resilience of the CHamoru people. It celebrates their ability to overcome wartime adversities and present-day challenges, standing united with a shared hope for a peaceful future. As the float glided through the parade, it carried with it the legacy of the past and the promise of a harmonious tomorrow for all who call Guam home.

## Port Liberation Day photo highlights



TODU I TIEMPO I PÂS PARA HITA  
PEACE FOR US ALWAYS

Happy  
Liberation Day!

CELEBRATING 80 YEARS



"*Todu i Tiempo i Pâs Para Hita*" serves not only as a theme but as a fervent prayer—a prayer for enduring peace, boundless prosperity, and unbreakable unity for all who call Guam home. It encapsulates the hopes, dreams, and aspirations of every person who calls Guam home, echoing across generations as a testament to our shared heritage and collective destiny."

- Governor Lou Leon Guerrero

## Port prioritizes employee health and wellness

In a proactive move to prioritize employee health and wellness, the Port Authority of Guam has launched a comprehensive program encouraging all employees to participate in regular wellness activities. Recognizing that the well-being of its workforce is integral to the organization’s success, the Port has organized a series of events, each led by different divisions, to foster a culture of health and camaraderie among its employees.

The initiative was officially endorsed by the Port’s management in a memo emphasizing the importance of mental and physical health. “I have always conveyed that the Port Employees are the backbone of this agency, and without your hard work, the Port would not be where it is today,” said Port General Manager Rory J. Respicio. It went on to highlight the agency’s commitment to the health and well-being of its employees, acknowledging the critical role of a safe and clean working environment.

The memo stressed that a healthy mind includes emotional, psychological, and social well-being, all of which influence how one thinks, feels, and acts. It noted that mental health is crucial for managing stress, building relationships, and making decisions.

In addition to promoting mental well-being, the Port has established a committee focused on physical fitness. This committee, comprised of representatives from all divisions, has been tasked with reviewing and updating the Port’s Physical Fitness policy. The committee’s recommendations are currently under review, with plans to finalize and implement the new policy soon.

The wellness program kicked off on June 17, 2024, with a Seawall Walk, marking the beginning of a series of weekly events. This initiative aims to make wellness activities a regular feature at the Port, with each division taking responsibility for organizing an event. Divisions have the flexibility to choose the date and time for their event, fostering a sense of ownership and creativity in promoting health and wellness.

“This program underscores the Port Authority of Guam’s dedication to fostering a healthy workplace environment, recognizing that a well-cared-for workforce is crucial for the agency’s success and sustainability,” said Respicio.



**Dodgeball by Finance**



**Freestyle by Commercial**



**Health Screening by Marketing**



**Tire Exercises by Stevedores**

### Upcoming Wellness Events

Host:	Week of:
IT	July 29 - August 2
Transportation	August 5 - 9
Port Police	August 12 - 16
Facility Maintenance	August 19 - 23
Engineering/CIP	August 26 - 30
Operations	September 2 - 6
Planning	September 9 - 13

## Final farewell to Francisco N. Williams



Port Authority of Guam employees were joined by Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio on the morning of July 8, 2024 to bid farewell to Port Security Chief Francisco N. Williams.

Francisco, of Santa Rita-Sumai, passed away on June 27, 2024 at the age of 96. He retired from the Port as Port Security Chief after 20 years and seven months of public service at the Port Authority of Guam.

Francisco's career with the port began on

May 13, 1968 when he was brought on as a part-time (P/T) temporary (Temp.) employee Assistant Cargo Handling Supervisor. The following year he was hired as a P/T Temp. Warehouse Supervisor III and then later that year (1969) was hired as a P/T Temp. Safety Inspector III, a position he remained in until 1974 when he was hired on a probationary appointment as Port Security Guard. By 1980, Francisco was promoted to Port Security Chief, where he remained until his retirement on December 30, 1988. Rest in peace Chief Williams.

## Port attends Guam Invasive Species Council meeting

The Port Authority of Guam took part in the Guam Invasive Species Council meeting held July 9, 2024 at Adelup.

The council was created through Public Law 31-43 in 2011 to protect Guam from species that threaten the economy, culture, ecosystem, human health and to provide policy direction to local and federal agencies. The council is led by the Guam Department of Agriculture and the Customs and Quarantine Agency. Members include the Guam International Airport Authority; the Port Authority of Guam; the University of Guam; the Guam Department of Parks and Recreation; the Mayors' Council of Guam; and the Northern and Southern Guam Soil and Water Conservation Districts. Affiliate members include USDAAPHIS/ PPQ and Wildlife Service; Camp Blaz Environmental, U.S.

Department of Defense, Governor's Office, Guam Environmental Protection Agency, Bureau of Statistics and Planning (BSP), Guam Homeland Security, Chamber of Commerce, Department of Public Health and Social Services (DPHSS) as well as the Port Users Group Guam (PUGG).

Port Authority of Guam Harbor Master Chris Flores represented the Port at the 4th quarterly meeting.

The Council discussed the Invasive Species Inspection Fee Fund and received an update on the Customs Modernization Project.

Council members also discussed new pest alerts for the Hog plum beetle, *Podontia quatuordecimpunctata* and new pest interceptions for the Velvet longhorned beetle, *Trochoferus campestris*.



By the Port IT Division

The Port Authority of Guam has 393 active e-mail users, and despite all the cyber security mitigations and technological security features in-place in its firewall, networks, servers and computers, the Port is still vulnerable to attacks. As hackers scope for organizational vulnerabilities, unsuspecting users and employees are often targeted through phishing.

### What is phishing?

Phishing occurs when hackers pose as a trusted figure who uses carefully crafted emails to trick you into visiting a malicious website, downloading a corrupt file, or handing over your password before using that information to gain access to a business network or your personal information.

One of the most common ways phishing occurs is by using the art of storytelling to entice users to interact with a link or attachment. These could include tactics such as:

- PAG-IT asking you to revalidate your account (IT will never ask you this)
- Sending you a fake invoice and a link to pay
- Asking you to confirm personal information and providing a link to confirm it
- Claiming there's a problem with your account or payment information, and a link to correct it
- Notifying you of a suspicious activity or log-in attempts, and a link to verify the attempts
- Asking you to click a link to submit a payment
- Sending you a small image copy of an invoice and receipt forcing you to click and zoom it.

### How to protect yourself from phishing attacks

While we would love to think that our email system is cutting-edge and will automatically filter out any suspicious or wanted emails, that's not always the case. Scammers have gotten better at outsmarting the spam filters, which makes it easier for them to make their way to your inbox. It's always a good idea to have a great deal of knowledge and tools in protecting yourself from any phishing attack.



### What to do if you suspect a phishing attack

If you suspect that you have been a victim of a phishing attack, especially if you have been using a work computer or work email address, notify the PAG-IT department immediately. PAG-IT will close your account ASAP to avoid contamination and prevent its spread. Incidents will be reported to Port Police, Management and the NRC (National Response Center), who will relay the attack to agencies such as USCG (United States Coast Guard), FBI (Federal Bureau of Investigation), CISA (Cybersecurity and Infrastructure Security Agency) and DHS (Department of Homeland Security). If you have any questions or concerns, please contact PAG-IT.



## Building the Port's Liberation Day float



## July photo highlights



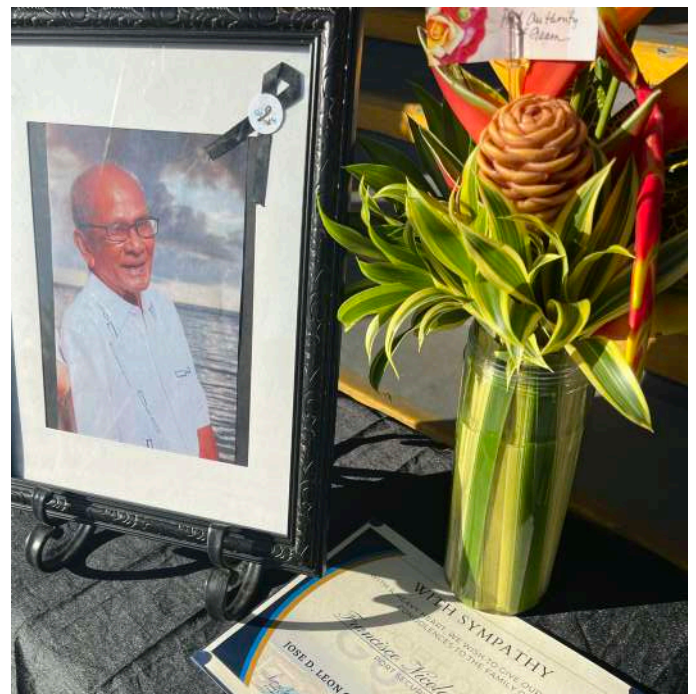
Port General Manager Rory J. Respicio meets with the night shift to present each employee with a Port Challenge Coin on July 18, 2024.



Port employees attend the Hazardous Waste Operations and Emergency Response (HAZWOPER) 40-hour training from July 15-19, 2024. The HAZWOPER training course is a set of guidelines produced and maintained by the Occupational Safety and Health Administration which regulates hazardous waste operations and emergency services in the United States and its territories.



Governor Lou Leon Guerrero and Lt. Governor Josh Tenorio join the Port in a final farewell for the late retired Port Security Chief Francisco N. Williams on July 8, 2024.



## July photo highlights continued



Eighteen summer interns participating in the Governor's Summer Youth Employment Program receive awards for completing their six week internship with the Port Authority of Guam. The program was conducted through the Department of Youth Affairs.

## August Birthdays



# Happy Birthday!

LINA M. QUINATA  
ALBERT E. SANTOS  
DONNA A. LIZAMA-ACOSTA  
VIVIAN C. LEON  
SONJA L. CRUZ  
EDWIN A. MALAGA  
JENNIFER ANN N. LEON GUERRERO  
KEVIN R. SANCHEZ  
JOSE B. GUEVARA III  
FRANK V. LUJAN  
REED K.S. TOPASNA  
EVELYN G. PANGELINAN  
JEFFREY J. QUINATA  
KEESHA ANN F. DUENAS  
CHRISTOPHER J. AGUIGUI  
WAYNE K. DRILON  
MAUI C. OGO  
COLBY JOHN L. SANTOS  
VICTOR Q. DUENAS  
RAYMOND I. SAN NICOLAS

RANIE F. FAUSTO  
VESTER G. LAGARAS  
MARK C. TOLENOA  
DOMINICK V. FERNANDEZ  
GUSSIEANNMARIE DIAZ  
ASUNCION A. NOCON  
PERRY O. BLAS  
ELLAINE G. SANTAYANA  
PAUL P. FRANCISCO  
KENNETH S. CRUZ II  
ROBERT F. CAMACHO JR.  
MICHAEL D. TAITANO  
RYAN M. DUENAS  
JACOB B. AQUININGOC, II  
JOVEN JAWN MENDIOLA  
JAIMIE ANN H. FRANQUEZ  
SAMANTHA G.M. QUINATA  
AARON N.G. JAMANILA  
CORTNYE M. ECLAVEA  
JERIMIAH D. SABLAN

