



**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., January 13, 2026  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
**AGENDA****

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**I. ROLL CALL**

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

1<sup>st</sup> Printing – Tuesday, January 06, 2026

2<sup>nd</sup> Printing – Sunday, January 11, 2026

**III. APPROVAL OF PREVIOUS BOARD MINUTES – December 11, 2025**

	<b>PAGE (S)</b>
<b>IV. NEW BUSINESS</b>	
1. Intent of Award ..... IFB GHURA-26-002; Renovation of 109 Santos Court, Asan, Guam	1 - 4
2. Change Order #1 ..... GHURA-25-007; Renovation of 8 Public Housing Units at AMP2 and AMP3	
3. Resolution No. FY2026-009 ..... Resolution Approving the Write-Off of Tenant Accounts Receivable as of December 31, 2025	5 - 14
<b>V. OLD BUSINESS</b>	
1. Resolution No. FY2026-005 ..... Resolution Approving the FY2026 Annual PHA Plan for Public Housing Significant Amendment #1	15 - 31
2. Resolution No. FY2026-007 ..... Resolution Approving Up to (68) New Temporary Full-Time Equivalents to Provide Ancillary Support for the Community Development Block Grant-Disaster Recovery	
3. Summary of Executive Director, Board Evaluation for CY2025 .....	32 - 69
<b>VI. EXECUTIVE DIRECTOR'S REPORT</b> Project Updates	
<b>VII. GENERAL DISCUSSION / ANNOUNCEMENTS</b> Next proposed scheduled Board Meeting: Tuesday, January 27, 2026 @ 12:00 p.m.	
<b>VIII. ADJOURNMENT</b>	



**REGULAR BOARD MEETING  
NORTHERN DISTRICT**  
Tuesday, January 13, 2026 - 4pm  
UOG College of Natural & Applied  
Sciences Bldg., Room 126

**Agenda:**

- I. Call to Order
- II. Roll Call
- III. Acceptance of Meeting Minutes  
A. 12/09/25
- IV. Officers' Report  
A. District Chair's Report  
B. Treasurer's Report  
1. Audit Request
- V. Committee Reports  
A. Education & Outreach
- VI. Old Business  
A. FY26 Budget Allocation Review  
B. FY27 Budget Draft Review  
C. NACD Annual Meeting  
• San Antonio, Texas (02/15-02/19, 2026)
- VII. New Business  
A. District Conservation Farm Plan Form - Review and Approval  
B. DOAG FSRD UCF Fina'Maolek Grant  
C. GVB Grants-In-Aid Program  
D. 2026 Center for Island Sustainability
- VIII. Miscellaneous Matters
- IX. Next Meeting:  
• Regular Board Meeting: February 3, 2026  
• Partner Meeting: February 24, 2026
- X. Adjournment

For Zoom Meeting details or Special Accommodations, feel free to contact us!

**CAMACHO CALVO LAW GROUP LLC**

VINCENT C. CAMACHO  
vcamacho@camachocalvo.law  
356 E. Marine Corps Drive, Suite 201  
Hagåtña, Guam 96910  
Telephone No. 671.472.6813  
Facsimile No. 671.477.4375

Attorneys for Petitioner  
JOHN VINCENT SABLAN LIZAMA

**IN THE SUPERIOR COURT OF GUAM  
IN THE MATTER OF THE ESTATE OF  
JOHNNY GUMATAOTAO LIZAMA,  
Deceased.**

**PROBATE CASE NO. PR0187-25  
NOTICE OF REMOTE HEARING  
BY ZOOM OR TELEPHONE**

NOTICE IS HEREBY GIVEN that a hearing has been set before this Court before the Honorable Judge Dana A. Gutierrez, Superior Court of Guam on:

DATE:	TIME:
JAN 14 2026	9:30 a.m.
PURPOSE OF HEARING:	
Petition for Letters of Administration	

**REMARKS:**

Please see Zoom information below to appear for the remote hearing: You may participate by using a smartphone or computer: go to <https://guamcourts.org.zoom.us> Meeting ID: 839.7874.0380 Passcode: 189701. You may also call in for the hearing; you can call into the courtroom at (671) 475-3207 at the designated hearing time.

DATED: Hagåtña, GU, November 18, 2025.

**CAMACHO CALVO LAW GROUP LLC**

/s/ VINCENT C. CAMACHO  
Attorneys for Petitioner  
JOHN VINCENT SABLAN LIZAMA

You may appear in person at the Courtroom of Judge Dana A. Gutierrez, 120 W. O'Brien Drive, Hagåtña, GU or you may participate via Zoom by logging onto <https://guamcourts.org.zoom.us> and enter the Meeting ID: 839.7874.0380 and Passcode: 189701. For technical assistance, please call (671) 475-3207 five (5) minutes prior the designated hearing time.

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The job offer meets all EEO requirements, and initiates a temporary placement. The recruitment associated with this job offer is closely monitored by the Department of Labor. Qualified, available and willing U.S. workers are highly encouraged to apply. Should you qualify for the job and are not hired, you may appeal with the Department of Labor who will independently review matter.

The complete job duties may be viewed in person at American Job Center  
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Or apply online at [www.hireguam.com](http://www.hireguam.com); Enter Keyword: 2026-024

**GUAM HYBRID LAND USE COMMISSION**

Department of Land Management  
ITC Building, Third Floor, Tamuning, GU 96913  
P.O. Box 2950, Hagåtña, Guam 96932  
Tel: 671-649-5263 Ext. 300 • Fax: 671-649-5383

**AGENDA**

A regular Guam Hybrid Land Use Commission meeting will be held on Thursday, January 8, 2026, at 1:30 p.m., Department of Land Management Conference Room, 590 S. Marine Corps Dr., 3rd Floor, ITC Building, Tamuning. Livestreamed on YouTube at Guam Department of Land Management Channel.

- I. Notation of Attendance/Roll Call
- II. Approval of Minutes [None]
- III. Old or Unfinished Business [None]
- IV. New Business

- A. Application No. H2024-26, Terry H. Kim and Veronica K. Lee, request approval of a Tentative Subdivision for the proposed development of the Majestic Estates Subdivision consisting of twelve single-family house lots, one lot for a ponding basin, and one lot for right-of-way, on Lots 9NEW-3-1, 9NEW-3-2, 9NEW-3-3, 9NEW-3-4, & Lot 9NEW-3-R4, Block D, Tract 9, in the Municipality of Barrigada, in an "R1" (One Family Dwelling) zone.

- V. Administrative & Miscellaneous Matters
- VI. Adjournment

*Funding Source provided by the Applicant.*

*Person(s) requiring special accommodations, please call Cristina Gutierrez 671-649-5263, ext. 375*

**THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY**

**Board of Commissioners Meeting • Tuesday, January 13, 2026 at 12:00 PM.**

This meeting is open to the public via Zoom

Topic: GHURA BoC Meeting, Tuesday, January 13, 2026 at 12PM

Time: Jan 13, 2026 12:00 PM Guam, Port Moresby

Join Zoom Meeting

<https://us06web.zoom.us/j/85859305140?pwd=6d1ktbOUaxrVXv2Mj2q4F80b6f4oUo.1>

Meeting ID: 858 5930 5140 • Passcode: 644300

Watch YouTube Live Stream

<https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag>

**AGENDA:**

- I. ROLL CALL
- II. BOARD MEETING PUBLIC ANNOUNCEMENTS
- III. APPROVAL OF PREVIOUS BOARD MINUTES - December 11, 2025
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  1. Intent of Award; IFB GHURA-26-002; Renovation of 109 Santos Court, Asan, Guam
  2. Change Order #1; GHURA-25-007; Renovation of 8 Public Housing Units at AMP2 and AMP3
  3. Resolution No. FY2026-009; Resolution Approving the Write-Off of Tenant Accounts Receivable as of December 31, 2025
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  3. Summary of Executive Director, Board Evaluation for CY2025
- VI. EXECUTIVE DIRECTOR'S REPORT  
Project Updates
- VII. GENERAL DISCUSSION / ANNOUNCEMENTS  
Next proposed scheduled Board Meeting - Tuesday, January 27, 2026 @ 12:00 p.m.
- VIII. ADJOURNMENT

The complete Board packet may be viewed on the GHURA website at [www.ghura.org](http://www.ghura.org).

For more information, please contact Audrey Aguon at 475-1378 and for special accommodations, please contact Chief Planner - Designated Section 504 / ADA Coordinator at 475-1322 or TTY 472-3701.

This advertisement was paid for by GHURA.

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January 3rd- February 10th, 2026  
Tuesday to Friday 9am-4pm,  
Saturdays 10am -2pm



Government of Guam

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Håja Ador & Good Morning!

CHST 11:36 AM, Wednesday, January 07, 2026

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### Notices Posted Today

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#### FIRST NOTICE: GHURA Board of Commissioners Meeting - January 13, 2026, 12:00pm ChST

##### ANNOUNCEMENT

Posted on: 01/07/2026 11:17 AM

Posted by: Julie Lujan, Systems Programmer

**Department(s): GUAM HOUSING AND URBAN RENEWAL AUTHORITY (GHURA)**

Division(s):

Notice Topic(s): BOARD MEETING

Types of Notice: ANNOUNCEMENT

For Audience(s): PUBLIC

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# REGULAR BOARD MEETING NORTHERN DISTRICT

Tuesday, January 13, 2026 - 4pm  
UOG College of Natural & Applied  
Sciences Bldg., Room 126

## Agenda:

- I. Call to Order
- II. Roll Call
- III. Acceptance of Meeting Minutes  
A. 12/09/25
- IV. Officers' Report  
A. District Chair's Report  
B. Treasurer's Report  
1. Audit Request
- V. Committee Reports  
A. Education & Outreach
- VI. Old Business  
A. FY26 Budget Allocation Review  
B. FY27 Budget Draft Review  
C. NACD Annual Meeting  
• San Antonio, Texas (02/15-02/19, 2026)
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A. District Conservation Farm Plan Form -  
Review and Approval  
B. DOAG FSRD UCF Fina'Maolek Grant  
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D. 2026 Center for Island Sustainability
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For Zoom Meeting details or Special  
Accommodations, feel free to contact us!

**WILLIAM B. BRENNAN, ESQ.**  
**LEAH DIAZ-AGUON, ESQ.**  
**ARRIOLA LAW FIRM, LLC**  
259 MARTYR STREET, SUITE 201  
HAGATHA, GUAM 96910  
TEL.: (671) 477-9730/33  
[attorneys@arriolafirm.com](mailto:attorneys@arriolafirm.com)

Counsel for Petitioner  
**EDWARD YAW HWA CHANG**  
**IN THE SUPERIOR COURT OF GUAM**  
**IN RE THE ESTATES OF**  
**PAUL GUY CHANG AND JUNE LEE CHANG**  
Deceased.

PROBATE CASE NO. **PR0191-24**  
**NOTICE OF HEARING FOR PETITION**  
**FOR FINAL DISTRIBUTION: FINAL**  
**REPORT AND ACCOUNTING**

THIS NOTICE IS REQUIRED BY LAW. YOU ARE NOT  
REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

1. NOTICE IS HEREBY GIVEN that Michael J.  
Gatewood filed a Petition for Letters of  
Administration.

2. A Hearing on the Petition will be heard on  
**JAN 21, 2026, at 9:30 a.m.** before the Hon.  
Judge Dana A. Gutierrez in the Superior Court  
of Guam.

3. To attend or to participate in the hearing,  
you may appear in person at the courtroom of  
Judge Dana A. Gutierrez, 120 West O'Brien  
Drive, Hagatha, Guam or you may appear  
remotely at <https://guamcourts.org.zoom.us>  
and enter Meeting ID: 839 7874 0380 and  
Passcode: 189701. For technical assistance,  
please call (671)475-3207 five (5) minutes  
prior to the designated hearing time.

DATED: DEC 01 2025.

**JANICE M. CAMACHO-PEREZ,**  
Clerk of Court, Superior Court of Guam  
By: */s/ Pauline I. U. Santos*  
Chamber/Courtroom Clerk

## OFFICE OF MICHAEL J. GATEWOOD LLC

### MICHAEL J. GATEWOOD

[michael@gatewoodlegal.com](mailto:michael@gatewoodlegal.com)  
101E Chalan Santo Papa, Suite 102  
Hagatha, GU 96910  
Tel No. 671.488.6285

**IN THE SUPERIOR COURT OF GUAM**  
**IN THE MATTER OF THE ESTATE**  
**OF**

**STEPHEN RUSSELL LOWELL,**  
Deceased.

PROBATE CASE NO. **PR0194-25**

## NOTICE OF HEARING

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REQUIRED TO APPEAR IN COURT UNLESS YOU DESIRE.

1. NOTICE IS HEREBY GIVEN that Michael J.  
Gatewood filed a Petition for Letters of  
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2. A Hearing on the Petition will be heard on  
Wednesday, January 21, 2026, at 11:30 a.m.  
before the Honorable Elyze M. Iriarte, Judge,  
Superior Court of Guam.

3. To attend or to participate in the hearing, you  
may appear in person at the Guam Judicial Center,  
appear remotely at <https://guamcourts.org.zoom.us>  
and enter Meeting ID: 864 4387 2213 and  
Passcode: JEMI; or call into the courtroom at  
671-300-6703 at the designated hearing time. For  
connectivity issues, you may contact Jannette  
Samson at (671) 475-0141 or email  
[jsamson@guamcourts.gov](mailto:jsamson@guamcourts.gov).

DATED: December 9, 2025

**JANICE M. CAMACHO-PEREZ**  
Clerk of Court, Superior Court of Guam  
*/s/ Alice B. Mendoza*  
Courtroom/Chamber Clerk

## THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY

Board of Commissioners Meeting • Tuesday, January 13, 2026 at 12:00 PM.

This meeting is open to the public via Zoom

Topic: GHURA BoC Meeting, Tuesday, January 13, 2026 at 12PM

Time: Jan 13, 2026 12:00 PM Guam, Port Moresby

Join Zoom Meeting

<https://us06web.zoom.us/j/85859305140?pwd=6d1ktbOUaxrVXv2Mj2q4F80b6f4oUo.1>

Meeting ID: 858 5930 5140 • Passcode: 644300

Watch YouTube Live Stream

<https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag>

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The complete Board packet may be viewed on the GHURA website at [www.ghura.org](http://www.ghura.org).

For more information, please contact Audrey Aguon at 475-1378 and for special accommodations, please  
contact Chief Planner - Designated Section 504 / ADA Coordinator at 475-1322 or TTY 472-3701.

This advertisement was paid for by GHURA.

## JOB ANNOUNCEMENT

**ACCOUNTANT:** Bachelor's degree in  
Accountancy (may be foreign equivalent). 60  
months of experience as an Accountant.  
Preparation of financial statements, reports,  
subsidiary ledgers and supporting  
schedules. Perform other related duties  
when necessary. May be required to travel to  
Guam, U.S., or to the Philippines once a year  
for training or conferences.

Send resume to:

**RJCL Corporation dba RNV Construction**

Attn: Ruel R. Villacrusis

P.O. Box 504974 Saipan, MP 96950

Email Address: [ruel@rnvconstruction.com](mailto:ruel@rnvconstruction.com)

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**PUBLIC NOTICES Portal**

Hijo Ador & Good Morning!

CHST 09:53 AM, Friday, January 09, 2026

SECOND NOTICE: GHURA Board of Commissioners Meeting -  
January 13, 2026 at 12:00pm ChST

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## SECOND NOTICE: GHURA Board of Commissioners Meeting - January 13, 2026 at 12:00pm ChST



### ANNOUNCEMENT

 **Posted on:** 01/09/2026 09:49 AM


 **Posted by:** Julie Lujan

 **Department(s):** GUAM HOUSING AND URBAN RENEWAL AUTHORITY (GHURA)

 **Division(s):**

 **Notice Topic(s):** BOARD MEETING

 **Types of Notice:** ANNOUNCEMENT

 **For Audience(s):** PUBLIC

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GHURA Board of Commissioners Meeting will be held on January 13, 2026 at 12:00pm ChST. This meeting is open to the public and is available via Zoom as well as GHURA's YouTube Live Stream Channel. Please click on the link below for more information.

[https://www.ghura.org/sites/default/files/ghuras\\_january\\_13\\_2026\\_boc\\_mtg.pdf](https://www.ghura.org/sites/default/files/ghuras_january_13_2026_boc_mtg.pdf)



**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., December 11, 2025  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
AGENDA**

**I. CALL TO ORDER**

Pursuant to the Open Government Law of Guam and the Bylaws of the Authority, the Board of Commissioners' regularly scheduled board meeting was called to order at **12:03 P.M., Thursday, December 11, 2025**, at the GHURA Sinajana Main Office, 1st floor Conference room. Acting Chairman Sanchez indicated that **5 of 6** members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

<b>Viewed virtually via</b>	<b>ZOOM:</b> <a href="https://us06web.zoom.us/j/84485550661?pwd=a39Z4rySbAclgkjlalo4JADYUGahnz.1">https://us06web.zoom.us/j/84485550661?pwd=a39Z4rySbAclgkjlalo4JADYUGahnz.1</a> <b>YOUTUBE:</b> <a href="https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag">https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag</a>		
<b>BOC Commissioners Attendance</b>	Dr. John Rivera, Chairman Nate Sanchez, Vice Chairman Anisia Delia, Commissioner Emilia Rice, Commissioner Victor Torres, Commissioner Karl Corpus, Resident Commissioner	Virtual <input type="checkbox"/> Virtual <input type="checkbox"/> Virtual <input type="checkbox"/> Virtual <input type="checkbox"/> Virtual <input type="checkbox"/> Virtual <input type="checkbox"/>	In-Person <input type="checkbox"/> In-Person <input checked="" type="checkbox"/> In-Person <input checked="" type="checkbox"/> In-Person <input checked="" type="checkbox"/> In-Person <input checked="" type="checkbox"/> In-Person <input checked="" type="checkbox"/>
	<i>*Requests to attend meeting virtually submitted via email and acknowledged by Acting Chairman: NONE</i>		
<b>GHURA Management/ Staff</b>	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/> Fernando B. Esteves, Deputy Director <input checked="" type="checkbox"/> Audrey Aguon, Special Assistant <input checked="" type="checkbox"/> Narcissa Ada, AMP1 Manager <input type="checkbox"/> Gina Cura, AMP2 Manager <input type="checkbox"/> Patrick Bamba, AMP3 Manager <input checked="" type="checkbox"/> Philomena San Nicolas, AMP4 Manager <input checked="" type="checkbox"/> Jolyn Terlaje, CD Manager <input checked="" type="checkbox"/> Miguel Fernandez, AE <input type="checkbox"/> Maria Cherry Canete, AE <input type="checkbox"/> Sherene Mantanona <input checked="" type="checkbox"/>	Julie Lujan, MIS Administrator <input type="checkbox"/> Sonny Perez, AE Manager <input type="checkbox"/> Frances Danieli, Controller <input checked="" type="checkbox"/> Katherine Taitano, RP&E Chief Planner <input checked="" type="checkbox"/> Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/> Antonio Camacho, Housing Procurement Admin. <input checked="" type="checkbox"/> Pearly Mendiola, GT Manager <input type="checkbox"/> Nicole Alejandro, Section 8 Administrator <input checked="" type="checkbox"/> Michael Ricuyal, AE <input type="checkbox"/> Patrick Lucas <input checked="" type="checkbox"/> Brandon Santos <input checked="" type="checkbox"/>	Carlo Ongklungel <input checked="" type="checkbox"/> Thalia Pablo <input checked="" type="checkbox"/> Joyce Aguon <input type="checkbox"/> Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/> Antonio Camacho, Housing Procurement Admin. <input checked="" type="checkbox"/> Pearly Mendiola, GT Manager <input type="checkbox"/> Nicole Alejandro, Section 8 Administrator <input checked="" type="checkbox"/> Michael Ricuyal, AE <input type="checkbox"/> Patrick Lucas <input checked="" type="checkbox"/> Brandon Santos <input checked="" type="checkbox"/> Ervin Santiago <input type="checkbox"/> Andrew Manglona <input type="checkbox"/> Perfecto Taladoc <input checked="" type="checkbox"/>
<b>Legal Counsel</b>	Eliseo M. Florig Jr., Legal Counsel for GHURA <input checked="" type="checkbox"/> Brittany Quinata <input checked="" type="checkbox"/>		
<b>Public</b>	Marsil Johnson and Haig Huynh		

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

**1<sup>st</sup> Printing – Tuesday, October 14, 2025**  
**2<sup>nd</sup> Printing – Sunday, October 19, 2025**  
**ACKNOWLEDGED BY ACTING CHAIRMAN SANCHEZ**



**III. APPROVAL OF PREVIOUS BOARD MINUTES: [589/26]** Commissioner Torres moved to approve the board meeting minutes of November 26, 2025, subject to corrections. Commissioner Corpus seconded the motion. There were no objections. Motion passed unanimously.

**IV. NEW BUSINESS:**

AGENDA ITEM	DISCUSSION	ACTION
<p><b>1. Intent to Award IFB GHURA-26-001- Rehabilitation of 107 JT Taisipic Court, Yona</b></p>	<p>[590/26] Executive Director Napoli presented item one, Intent to Award IFB GHURA-26-001 the Rehabilitation of 107 JT Taisipic Court, Yona on pages 1-3 in the December 11, 2025 GHURA BoC meeting packet and also found on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</p> <p>In response to questions from Commissioner Delia, the Mr. Brandon Santos, Community Development, clarified the following:</p> <ul style="list-style-type: none"> <li>the project involved a single-family home under the Renewal Affordable Homes Program.</li> <li>the property had been previously assisted, foreclosed, and returned to GHURA, and now required renovation to meet housing standards before reassignment to another low-income household.</li> </ul> <p>Commissioner Torres requested clearer descriptions to distinguish between single-family homes and multi-unit projects.</p> <p>Acting Chairman Sanchez asked why one bidder did not submit a cost breakdown. Mr. Antonio Camacho, Housing Procurement Administrator, confirmed that no breakdown was provided with that bid.</p> <p>There were no further discussions.</p>	<p>[591/26] Commissioner Corpus moved to approve the Intent to Award IFB GHURA-26-001 Rehabilitation of 107 JT Taisipic Court, Yona to Genesis Tech Corporation in the amount of \$159,500.00 with the project timeline of 150 consecutive calendar days, no option periods, and not to exceed the amount. Commissioner Delia seconded the motion. There were no objections by the other board members. Motion passed unanimously.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p><b>2. Intent to Award IFB GHURA-26-003- Rehabilitation of 314B Unit Duplex, Chalan Makana, Agana Heights</b></p>	<p><b>[592/26]</b> Executive Director Napoli presented the Intent to Award IFB GHURA-26-003 the Rehabilitation of 314B Duplex, Chalan Makana, Agana Heights on pages 4-6 in the December 11, 2025 GHURA BoC meeting packet and also found on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</p> <p>Commissioner Delia raised concerns regarding prior projects where additional structural or electrical issues were discovered after award and asked how such risks are managed. Deputy Director Estevez explained the distinction between equitable adjustments and change orders, emphasizing that any cost or scope changes would require Board approval.</p> <p>Further discussion by Commissioner Delia focused on the use of “not to exceed” language and funding sources for potential adjustments. Deputy Director Estevez explained that such items typically function as contractor contingency and are standard industry practice, but if there is a need, it will require board approval. Acting Chairman Sanchez and Commissioner Delia recommended clearer terminology in future bid submissions.</p>	<p><b>[593/26]</b> Commissioner Delia moved to approve the Intent to Award IFB GHURA-26-003- Rehabilitation of 314B Unit Duplex, Chalan Makana, Agana Heights to Genesis Tech Corporation in the amount of \$151,000, with a project timeline of 180 consecutive calendar days, with no option periods, and not to exceed the amount of \$151,000. Commissioner Rice seconded the motion. There were no objections by the board members. Motion passed unanimously.</p> <p>Acting Chairman Sanchez noted the Board’s request that staff review contract language for clarity in future procurements.</p>



AGENDA ITEM	DISCUSSION	ACTION
<p><b>3. Resolution No. FY2026-05-Resolution Approving the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1</b></p>	<p><b>[594/26] Executive Director Napoli requested to table agenda item number three, Resolution No. FY2026-05-Resolution Approving the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1, for the next scheduled board meeting.</b></p>	<p><b>[595/26] Acting Chairman Sanchez acknowledged Executive Director Napoli's request to table the agenda item number three.</b></p>

AGENDA ITEM	DISCUSSION	ACTION
<p>4. Resolution No. FY2026-006- Resolution to Approve and Adopt the Revised Public Housing 2025 Admissions and Continued Occupancy Policy (ACOP) Adding a Preference for Emergency Housing Voucher (EHV) Participants</p>	<p><b>[596/26] Executive Director Napoli presented Resolution No. FY2026-006- Resolution to Approve and Adopt the Revised Public Housing 2025 Admissions and Continued Occupancy Policy (ACOP) Adding a Preference for Emergency Housing Voucher (EHV) Participants on pages 7-8 in the December 11, 2025 GHURA BoC packet and found on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</b></p> <p>Commissioner Delia asked whether the displacement was directly related to COVID and whether families had been informed the program was temporary. Deputy Director Estevez clarified that the displacement results from funding exhaustion, not COVID status, and that families were notified beginning in September.</p> <p>Section 8 Administrator Nicole Alejandro described outreach efforts, including multiple written notices to families and landlords and coordination with public housing staff to identify alternative housing options. She added that the VASH and Project Based Vouchers are currently available for issuance to eligible applicants.</p> <p>Commissioner Rice asked if the EHV families put on waitlists, are accelerated to the front of the line. Deputy Director Esteves explained that preference points may be used to further assist in eligibility for families, however, GHURA cannot circumvent the waitlist procedures.</p>	<p><b>[597/26]Commissioner Delia moved to approve and adopt Resolution No. FY2026-006- Resolution to Approve and Adopt the Revised Public Housing 2025 Admissions and Continued Occupancy Policy (ACOP) Adding a Preference for Emergency Housing Voucher (EHV) Participants. Commissioner Corpus seconded the motion. There were no objections by the other board members. Motion passed unanimously.</b></p>



AGENDA ITEM	DISCUSSION	ACTION
<p><b>5. Resolution No. FY2025-020(A)- Resolution Amending the Guam Community Development Block Grant Disaster Recovery Procurement Policy Adopting Federal Compliance Standards</b></p>	<p>At the request of the Acting Chairman Sanchez, the Board recessed briefly before proceeding with the remaining agenda items.</p> <p>The meeting was reconvened following the recess at 1:04P.M., and the Board resumed consideration of the remaining resolutions as scheduled.</p> <p><b>[598/26] Executive Director Napoli presented the Resolution No. FY2025-020(A), with corrections on the board agenda- Resolution Amending the Guam Community Development Block Grant Disaster Recovery Procurement Policy Adopting Federal Compliance Standards on pages 9-10 in the December 11, 2025 GHURA BoC meeting packet and also on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</b></p> <p>Deputy Director Esteves, serving as CDBG-DR Grant Manager, explained that the amendment is required to ensure compliance with federal regulations governing disaster recovery funds and allows GHURA to apply federal procurement standards where they conflict with local law. He added that there were additional alternative procurement requirements specific to Disaster Recovery (DR) that are in the universal notice that needed to be reflected in the policy.</p> <p>Deputy Director Esteves noted minor technical corrections to citations and explained that the policy authorizes the Executive Director to make limited administrative amendments when required by federal guidance, with a requirement to report such changes to the Board.</p>	<p><b>[599/25] Commissioner Torres moved to approve Resolution No. FY2025-020(A) with amendments and/or corrections- Resolution Amending the Guam Community Development Block Grant Disaster Recovery Procurement Policy Adopting Federal Compliance Standards. Commissioner Delia seconded the motion. There were no objections by the other board members. Motion passed unanimously.</b></p>

AGENDA ITEM	DISCUSSION	ACTION
<p>6. Resolution No. 2026-007, Resolution Approving Up to (68) New Temporary Full-Time Equivalents to Provide Ancillary Support for the Community Development Block Grant-Disaster Recovery</p>	<p>[600/26] Executive Director Napoli requested to table the Resolution No. 2026-007, Resolution Approving Up to (68) New Temporary Full-Time Equivalents to Provide Ancillary Support for the Community Development Block Grant-Disaster Recovery in the December 11, 2025 GHURA BoC meeting packet and also on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a> until the next scheduled board meeting.</p>	<p>[601/26] Acting Chairman Sanchez acknowledged Executive Director Napoli's request to table agenda item number six until the next scheduled board meeti</p>



AGENDA ITEM	DISCUSSION	ACTION
<p><b>7. Resolution No. FY2026-008- Resolution Declaring a Stand-Alone Low-Income Housing Tax Credit (LIHTC) Policy Requirement</b></p>	<p><b>[602/26] Executive Director Napoli presented Resolution No. FY2026-008- Resolution Declaring a Stand-Alone Low-Income Housing Tax Credit (LIHTC) Policy Requirement on pages 11-12 in the December 11, 2025 GHURA BoC meeting packet and also on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</b></p> <p>Deputy Director Esteves explained that the resolution formalizes the Board’s intent that future LIHTC allocations be competitive and prevents officers and agents from incorporating non-competitive allocations without first returning to the Board for public action.</p> <p>Acting Chairman Sanchez emphasized the importance of setting precedence for transparency, responsibility and accountability. On behalf of the board, he thanked the GHURA staff for the higher level of responsibility and accountability preventing future issues from occurring.</p> <p>Deputy Director Esteves described the policy as a self-imposed control to strengthen public trust and planning discipline.</p>	<p><b>[603/26] Commissioner Delia moved to Resolution No. FY2026-008- Resolution Declaring a Stand-Alone Low-Income Housing Tax Credit (LIHTC) Policy Requirement. Commissioner Rice seconded the motion. There were no objections by the other board members. Motion passed unanimously.</b></p>

<p><b>8. 2025 LIHTC QAP/ Application Cycle Award</b></p>	<p><b>[604/26] Executive Director Napoli presented the LIHTC 2025 Evaluation Panel Results Memorandum on pages 13-16 in the December 11, 2025 GHURA BoC packet and on the GHURA website, <a href="http://www.ghura.org">www.ghura.org</a>.</b></p> <p>Commissioner Delia asked how project locations were determined. Ms. Katherine Taitano, RPE, stated that in the past years, more points were available for projects and developments in the southern part of the island. At public meetings, it was determined that developing in the southern parts of the island would be a challenge due to the lack of transportation and job availability for the would-be tenants of the site.</p> <p>Executive Director Napoli indicated that the board may take into consideration the overall risk of having two developments happening with one party.</p> <p>Deputy Director Esteves suggested that the motion be written down and read. Acting Chairman Sanchez called for a one minute and thirty second recess at 2:01 P.M.</p> <p>Meeting was reconvened at 2:09 P.M.</p>	<p><b>[605/26] Commissioner Torres moved to award the 2025 LIHTC QAP/Application Cycle Credits to Summer Vista II DE, LLC, in the amount not to exceed \$5,021,880 for the Summer Vista II Project as proposed to be developed by Core Tech Development, LLC. Commissioner Corpus seconded the motion. There were no objections by the other board members. Motion passed unanimously.</b></p>
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**GUAM HOUSING AND URBAN RENEWAL AUTHORITY**  
**ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

**FROM:** Elizabeth F. Napoli   
Executive Director

**DATE:** January 06, 2026

**SUBJECT:** Intent of Award  
IFB GHURA-26-002  
Renovation of 109 Santos Court, Asan, Guam

Bid opening for the subject project was held on December 16, 2025, at 2:00 p.m. A total of 10 bidders registered for the bid and given bid specifications of which 2 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendors:	Bid Bond	150 Consecutive Calendar Days.
1	Genesis-Tech Corporation	[X] Cashier's Check 15% of total bid amount	<b>Awarded</b> Base Bid Item No. 1 <b>\$223,000.00</b>  Additive Bid Item. <b>\$29,400.00</b>  <b>Total: \$252,400.00</b>
2	IAN Corporation	[X] Bid Bond 15% of total bid amount	Base Bid Item No. 1 <b>\$612,641.00</b>  Additive Bid Item. <b>\$14,944.00</b>  <b>Total: \$627,585.00</b>
Government Estimate			<b>\$286,881.19</b>

A breakdown is required for each item description as noted below:

**Genesis-Tech Corporation (Awarded)**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1.</b>				
1.	General Conditions & Demolition	1	LS		\$40,140.00
2.	Structural, Roof & Exterior Works	1	LS		\$66,900.00
3.	Interior Renovations	1	LS		\$71,360.00
4.	Electrical & Mechanical	1	LS		\$26,760.00
5.	Final Works & Closeout <ul style="list-style-type: none"> <li>• Termite Treatment (5-year warranty).</li> <li>• Final cleaning of entire unit (interior &amp; exterior).</li> <li>• Final touch-up painting (walls, ceilings, trim per specs).</li> <li>• Removal of remaining debris &amp; disposal to approved dump site.</li> <li>• Final inspection preparation &amp; punch list completion.</li> <li>• Testing &amp; commissioning of electrical, exhaust fans fixtures.</li> <li>• Water blast, bush cutting &amp; vegetation cleaning at surrounding areas.</li> <li>• Site restoration &amp; turnover</li> <li>• Project management &amp; administrative closeout.</li> </ul>	1	LS		\$17,840.00
	<b>Total Amount Base Bid 1:</b>				<b>\$223,000.00</b>

### Additive Bid Items

GHURA does require an additive bid for this proposal. To offer a bid the bidder is requested to breakout the following items from the base bid. Each item shall include all labor, materials, equipment and services required to complete.

Item	Item Description	Item Bid
1.	Install approximately 168 linear feet of new 6-ft-high galvanized chain-link fence.	<b>\$29,400.00</b>

### Ian Corporation.

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1.</b>				
	No detailed works submitted				\$612,641.00
	<b>Total Amount Base Bid:</b>				<b>\$612,641.00</b>

### Additive Bid Items

GHURA does require an additive bid for this proposal. To offer a bid the bidder is requested to breakout the following items from the base bid. Each item shall include all labor, materials, equipment and services required to complete.

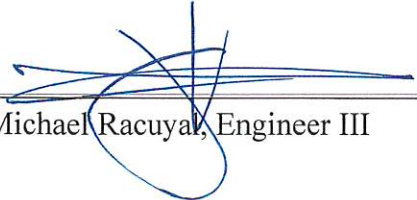
Item	Item Description	Item Bid
1.	Install new 6 ft high galvanized chain-link fence approximately L =168 ft.	<b>\$14,944.00</b>

The Guam Housing and Urban Renewal Authority's (GHURA) mission is to provide affordable, decent, safe, and sanitary housing through the maintenance of our existing units, to ensure that the facilities owned and managed by GHURA are safe and appealing to the residents.

GHURA has acquired a single-family home in Asan. The unit will be added to the rental inventory under the Renaissance Affordable Rental Program. The unit currently requires renovation in order to meet the current housing standards. The renovation includes standard improvements, partial perimeter fencing and a retaining wall to address erosion at the rear of the unit.


In review of the bid result: Genesis-Tech Corporation provided the lowest responsive and responsible bid. The committee members determined to proceed with the award of the project to Genesis-Tech Corporation in the amount of \$252,400.00 for Bid Item No. 1 in the amount of \$223,000.00, and the Additive Bid Item in the amount of \$29,400.00 The following project timeline: is 150 consecutive calendar days at the cost of \$252,400.00, with no option periods.

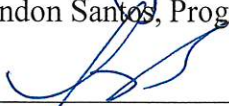
Concurred and accepted by the committee members:

 1/06/2026  
\_\_\_\_\_  
Michael Racuyal, Engineer III

\_\_\_\_\_  
Miguel Fernandez, Engineer II

 01/06/2026  
\_\_\_\_\_  
Perfecto Taladoc, Program Coordinator III

 1.6.2026  
\_\_\_\_\_  
Brandon Santos, Program Coordinator II

 01/06/2026  
\_\_\_\_\_  
Brencis Briones, Buyer II



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
BOARD OF COMMISSIONERS  
RESOLUTION NO. FY2026-009**

**Moved By:**

**Seconded By:**

**RESOLUTION APPROVING THE WRITE-OFF OF TENANT ACCOUNTS RECEIVABLE AS OF DECEMBER 31, 2025**

- WHEREAS,** the Guam Housing and Urban Renewal Authority (GHURA) is the Guam public housing authority that provides decent homes and suitable living environments for Guam families of low income to afford to pay for safe, sanitary and decent dwelling accommodations; and
- WHEREAS,** the governance and well-being of GHURA is vested in the Board of Commissioners (BOC) and empowered by 12 Guam Code Annotated, Chapter 5, Section 5104; and
- WHEREAS,** BOC Resolution No. FY2018-002 Resolution Adopting the Write-Off Policy for Uncollectible Accounts for GHURA Rental Properties; and
- WHEREAS,** in the normal course of business, the Authority is involved in transactions that result in monies being owed to GHURA for which they are unable to collect, and as necessary,
- WHEREAS,** the Property Site Managers and Section 8 Administrator submit summaries of debts considered for write-off to prevent overstating of assets which are affecting the Authority's financial performance; and
- WHEREAS,** currently, GHURA's receivables include outstanding accounts, which have remained in GHURA's books for over 90 days as of December 31, 2025, as indicated below; and

<u>Property Site</u>	<u>Write-Off Amount</u>
AMP 1	\$ 5,149.91
AMP 2	\$ 3,650.43
AMP 3	\$ 1,026.23
AMP 4	\$ 8,027.01
	<u><b>\$ 17,853.58</b></u>

- WHEREAS,** GHURA, through the Property Site Managers and Section 8 Administrators, exert diligent collection efforts in pursuit of outstanding receivables, and although ongoing collection efforts are abandoned on these accounts, GHURA reserves the right and duty to collect should the opportunity arise; and
- WHEREAS,** it is in accordance with GHURA's procedure and good business practices to write-off accounts receivables after all reasonable collection procedures have been exhausted and there is not a reasonable expectation that the accounts will be collected; now, therefore be it
- RESOLVED,** that the BOC approves writing off \$17,853.58 of GHURA receivables after all reasonable collection procedures have been exhausted and there is not a reasonable expectation that the accounts will be collected.

**IN A SCHEDULED BOARD MEETING, SINAJANA, GUAM – JANUARY 13, 2026  
PASSED BY THE FOLLOWING VOTES:**

**AYES:**

**NAYS:**

**ABSENT:**

**ABSTAINED:**

**(S E A L)**

I hereby certify that the foregoing is a full, true and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **January 13, 2026**

\_\_\_\_\_  
Elizabeth F. Napoli  
Board Secretary / Executive Director



# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudad Guahan  
117 Bien Venida Avenue, Sinajana, GU 96910  
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701  
Website: [www.ghura.org](http://www.ghura.org)



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**Joshua F. Tenorio**  
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Commissioner

**Emilia F. Rice**  
Commissioner

**Victor R. Torres**  
Commissioner

**Karl E. Corpus**  
Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

January 5, 2026

TO: Frances Danieli, Controller *FD*

FROM: Property Site Manager, AMP 1

SUBJECT: Recommend to Write-Off Tenant Accounts Receivables

I have reviewed AMP1's Tenant Account Receivables and attached is the listing of accounts recommended for write-off due to no response from former residents. These accounts have been close through December 31, 2025 TAR balances of \$5,104.91 with payment or adjustment applied to include additional DRT fees of \$45.00 totaling \$5,149.91

These inactive account balances are affecting the Authority's financial performance therefore; I recommend that these balances be written off and forwarded to the Department of Revenue and Taxation for collection.

Thank you,

*Narcissa P. Ada*

Narcissa P. Ada  
Property Site Manager, AMP 1

Attachments

Unit #	Move Out Date	Reason for Termination	Last Payment Date	Closed Out Processed Date	(Utility Reimbursement)/Rent After Move Out	Cleaning/Repair Charges	Late Fees	Work Orders	Legal/Court Fees	Security Deposit	Payment / Adjustment	A/R Balance (Closed)	DRT Fees	A/R Balance (Closed) LESS ADJ/PMT + DRT Fees	Comments
1	5 Msgr JLG 12/9/2025	30 Day Voluntarily	10/1/2024	12/30/2025	\$ (42.00)	\$ 4,431.41	\$ -	\$ -	\$ -	\$ (150.00)	\$ -	\$ 4,239.41	\$ 15.00	\$ 4,254.41	Negative response to date
2	25 Msgr JLG 10/6/2025	30 Day Voluntarily - Relocation Off-Island	1/17/2023	10/8/2025	\$ (38.00)	\$ 803.50	\$ -	\$ 30.00	\$ -	\$ (150.00)	\$ -	\$ 645.50	\$ 15.00	\$ 660.50	Negative response to date
3	4B Tenbat 12/1/2025	Non-Compliance - Non Payment of Rent	12/2/2025	12/5/2025	\$ 4.00	\$ 370.00	\$ -	\$ 30.00	\$ -	\$ (150.00)	\$ (34.00)	\$ 220.00	\$ 15.00	\$ 235.00	Negative response to date
				<b>TOTAL:</b>	<b>\$ (76.00)</b>	<b>\$ 5,604.91</b>	<b>\$ -</b>	<b>\$ 60.00</b>	<b>\$ -</b>	<b>\$ (450.00)</b>	<b>\$ (34.00)</b>	<b>\$ 5,104.91</b>	<b>\$ 45.00</b>	<b>\$ 5,149.91</b>	



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Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

January 6, 2026

TO: Frances Danieli, Controller *FD*  
FROM: Gina M. Cura, Property Site Manager (AMP 2) *Gan*  
SUBJECT: Recommend to Write-Off Tenant Accounts Receivables  
Total: \$3,650.43

I have reviewed AMP 2's Tenant Accounts Receivables for the period through December 31, 2025. Attached is a list of accounts to be written off due to non-activity from former residents. The accounts were closed through December 31, 2025.

Please note that the 'Aged Balance Report' does not reflect the balances as indicated in TAR. Attached is a TAR Balance Report (excel sheet) and supporting documents explaining the variances as described below:

<u>Aged-Balance Report</u>	<u>Write-Off Amount</u>	<u>(Variance)</u>
\$11,266.56	\$3,650.43	\$7,616.13

The reason for the variance is due to other charges were applied to tenants after December 31, 2025.

These inactive accounts are affecting the Authority's financial performance and I am recommending that these accounts be written off and forwarded to the Department of Revenue and Taxation for collection.

Attachment

GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
WRITE-OFF BALANCES FOR AMP 2  
CLOSED OUT AS OF DECEMBER 31, 2025

*San*  
*1.10.2026*

Unit #	Move Out Date	Reason for Termination	Last Payment Date	Closed Out Processed Date	(Utility Reimbursement)/ Rent After Move Out ( a )	Cleaning Charges ( b )	Security Deposit/Payment ( c )	A/R Balance (Closed) as of 09/30/2024 (a+b-c)	DRT Fees	A/R Balance (Closed) + DRT Fees	Comments
1	11 JAP, YONA 5/1/2025	NON-COMPLIANCE: VIOLATION OF LEASE AGREEMENT	12/12/2025	5/6/2025	\$ 3,758.43	\$ -	\$ (150.00)	\$ 3,608.43	\$ 15.00	\$ 3,623.43	Negative response to date
2	46 SME, YONA 8/18/2025	NON-COMPLIANCE: VIOLATION OF LEASE AGREEMENT	2/2/2025	8/22/2025	\$ (123.00)	\$ 285.00	\$ (150.00)	\$ 12.00	\$ 15.00	\$ 27.00	Negative response to date
				<b>TOTAL:</b>	\$ 3,635.43	\$ 285.00	\$ (300.00)	\$ 3,620.43	\$ 30.00	\$ 3,650.43	





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Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

January 6, 2026

TO: Frances Denieli, Controller


FROM: Patrick Bamba, Propetry Site Manager AMP3

Subject: Recommend to Write-Off Tenant Accounts Receivables  
as of January 6, 2026.

I have reviewed AMP3's Tenant Accounts Receivable and attached is a list of accounts recommended for write-off due to non-responsiveness from former residents. This account, which have been closed through July 31, 2025, total \$1,026.23.

This inactive account balance negatively impact GHURA's financial performance. Therefore, I recommend that this balance be written off and forwarded to the Department of Revenue and Taxation for potential garnishment from any associated tax refunds.

Thank you.

  
Patrick R. Bamba  
Propetry Site Manager AMP3

UNIT NO.	UNIT #	TENANT NAME	SOCIAL SECURITY NUMBER	M-O DATE	REASON FOR TERMINATION	DATE OF LAST PAYMENT	DATE CLOSE-OUT PROCESSED	(UR) or Rent Balance after move-out	LATE FEES	WORK ORDERS	Cleaning Charges	Legal, Court Fees	Security Deposit	DRT FEES	A/R BAL ON ACCOUNT	COMMENTS
AMP3 FISCAL YEAR - (2026)																
TO BE WRITTEN OFF																
1	40MAO	OTOKO, TORINA	216-87-6071	7/31/2025	EMERGENCY - OFF ISLAND	6/23/2025	9/1/2025	\$ 719.05			\$ 442.18		\$ (150.00)	\$ 15.00	\$ 1,026.23	OUTSTANDING BALANCE SENT VIA CERTIFIED MAIL - PENDING
2																
3																
4																
5																
6																
7																
8																
9																
10																
11																
12																
13																
14																
15																
16																
17																
18																
19																
20																
21																
22																
TOTAL =														\$ 1,026.23		

TOTAL = \$ 1,026.23



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January 6, 2026

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**John J. Rivera**  
Chairman

**Nathanael P. Sanchez**  
Vice Chairman

**Anisia S. Delia**  
Commissioner

**Emilia F. Rice**  
Commissioner

**Victor R. Torres**  
Commissioner

**Karl E. Corpus**  
Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

TO: Frances Danieli, Controller

FROM: Property Site Manager, AMP4

SUBJECT: Recommend Writing Off Tenant Accounts Receivable  
Quarter Ending: December 31, 2025 Total: \$8,027.01

I have reviewed AMP4's Tenant Accounts Receivable for the period through December 31, 2025. I request a total of \$8,027.01 to be written off from the GL books.

Attached is the account to be written off due to inactivity from the former resident. Please note that these former tenants have not remitted any payments due within the periods stated in their collection letters. DRT has been collecting a \$15 fee for each account. This fee has been applied to each account.

These inactive accounts affect the Authority's financial performance, and I recommend that these accounts be written off and forwarded to the Department of Revenue and Taxation for collection.

Please feel free to contact me at (671) 475-1394 for any questions or concerns.

*Philomena San Nicolas*

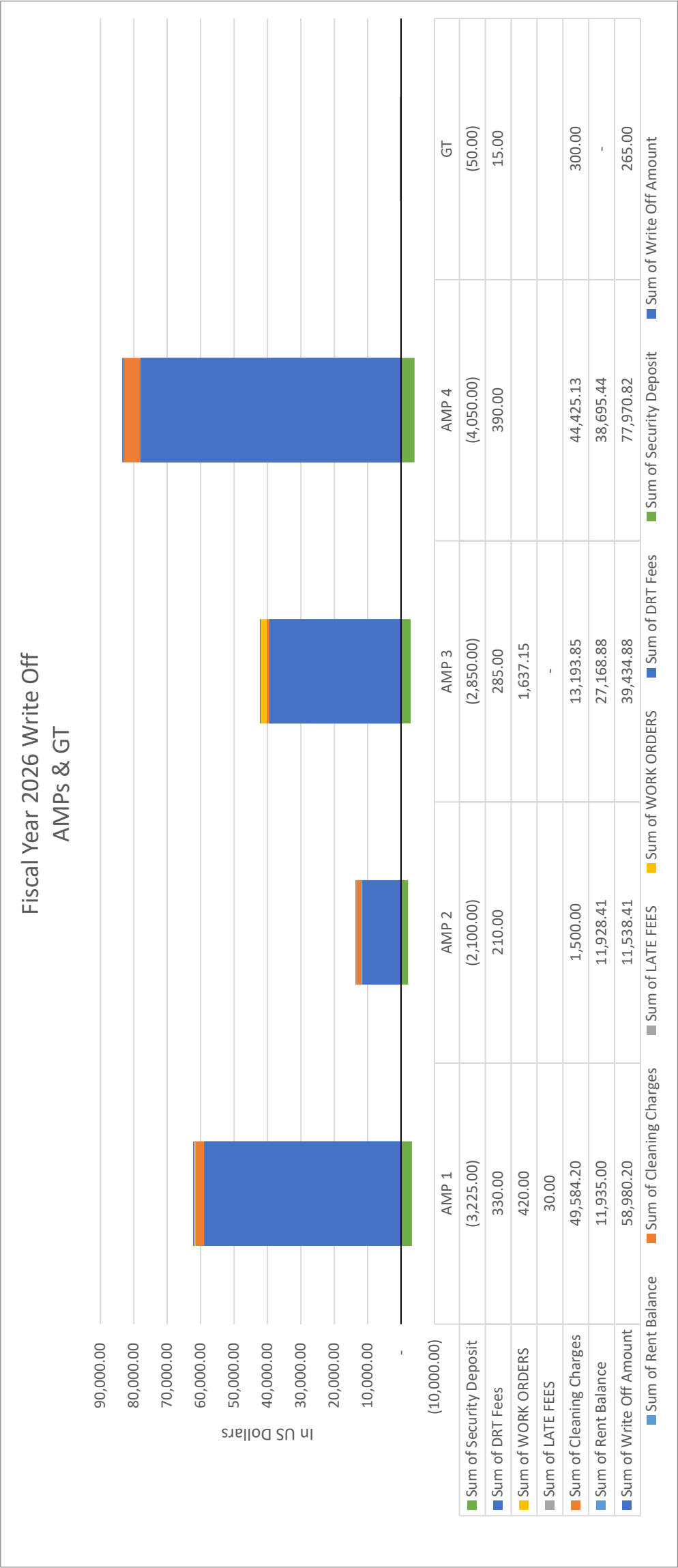
PHILOMENA SAN NICOLAS

Attachment



**GUAM HOUSING & URBAN RENEWAL AUTH.**  
**Report Date for PERIOD THROUGH SEPTEMBER 30, 2025**

NO.	UNIT #	M-O DATE	REASON FOR TERMINATION	DATE OF LAST PAYMENT	DATE CLOSE-OUT PROCESSED	(UR) or Rent Balance after move-out	Cleaning Charges	LEGAL, COURT FEES	DRT FEES	Security Deposit	A/R BALON ACCOUNT	COMMENTS
	2ADUE	1/31/2025	NON-COMPLIANCE-NO 30 DAY GIVEN	12/5/2024	7/3/2025	\$ 472.00	\$ 757.55	\$ -	\$ 15.00	\$ (150.00)	\$ 1,094.55	NO RESPONSE TO FOLLOW-UP LETTER.
	32ADAM	6/16/2025	UTILITY DISCONNECTION	10/4/2024	7/22/2025	\$ 1,460.58	\$ 432.50	\$ -	\$ 15.00	\$ (150.00)	\$ 1,758.08	NO RESPONSE TO FOLLOW-UP LETTER.
	118DAM	6/16/2025	LEASE VIOLATIONS	6/1/2025	7/23/2025	\$ 59.00	\$ 3,559.54	\$ -	\$ 15.00	\$ (150.00)	\$ 3,483.54	NO RESPONSE TO FOLLOW-UP LETTER.
	37ADAM	6/30/2025	LEASE VIOLATIONS	6/1/2025	7/23/2025	\$ -	\$ 960.68	\$ -	\$ 15.00	\$ (150.00)	\$ 825.68	NO RESPONSE TO FOLLOW-UP LETTER.
	14RSSA	6/30/2025	TERMINATION - LEASE VIOLATION	7/1/2025	7/23/2025	\$ -	\$ 643.14	\$ -	\$ 15.00	\$ (150.00)	\$ 508.14	NO RESPONSE TO FOLLOW-UP LETTER.
	11BDUE	7/3/2025	30-DAY VOLUNTARY NOTICE GIVEN	6/5/2025	7/23/2025	\$ 86.00	\$ 120.00	\$ -	\$ 15.00	\$ (150.00)	\$ 71.00	NO RESPONSE TO FOLLOW-UP LETTER.
	258DAM	7/31/2025	RELOCATING OFF-ISLAND	7/3/2025	8/13/2025	\$ -	\$ 421.02	\$ -	\$ 15.00	\$ (150.00)	\$ 286.02	NO RESPONSE TO FOLLOW-UP LETTER.
											\$ 8,027.01	





**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
BOARD OF COMMISSIONERS  
RESOLUTION NO. FY2026-005**

**Moved By:** \_\_\_\_\_ **Seconded By:** \_\_\_\_\_

**Resolution Approving the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1**

**WHEREAS,** pursuant to Section 511 of the Quality Housing and Work Responsibility Act (QHWRA) of 1998, the Guam Housing and Urban Renewal Authority is mandated to develop and submit a Public Housing Agency (PHA) Annual Plan to the U.S. Department of Housing and Urban Development (HUD); and

**WHEREAS,** the FY2026 Annual PHA Plan for Public Housing is a comprehensive guide to the Authority's policies, programs, operations, and strategies for meeting local housing needs and goals for implementation for Fiscal Year 2026. The FY2026 Annual PHA Plan for Public Housing was approved by HUD on August 25, 2025; and

**WHEREAS,** the FY2026 Annual PHA Plan for Public Housing was updated to reflect the addition of:

- Public Housing Asset Management Projects (AMP) have updated their Admissions and Continued Occupancy Policy (ACOP) to include HOTMA updates, which was approved by the BOC on September 16, 2025.
- The FY24 Audit was completed by Ernst & Young on August 15, 2025. Findings were found and are proactively being addressed by the Public Housing Authority (PHA); and

**WHEREAS,** the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1 includes a *substantial deviation* to the policy regarding displacement preference for participants under the Emergency Housing Voucher Program (EHV), who will be displaced, through no fault of their own, but by governmental action due to the end of the funding timeline established by the U.S. Department of Housing and Urban Development (HUD); and

**WHEREAS,** the goals and objectives of the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1 are consistent with Guam's Five-Year Consolidated Plan, which identifies and prioritizes the housing and community development needs of Guam; and

**WHEREAS,** this FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1 was prepared in accordance with 24 CFR Part 903; now, therefore, be it

**RESOLVED,** that the Board of Commissioners of the Guam Housing and Urban Renewal Authority hereby approves the FY2026 Annual PHA Plan for Public Housing, Significant Amendment #1 for the Fiscal Year 2026.

**IN A SCHEDULED BOARD MEETING, SINAJANA, GUAM – JANUARY 13, 2026  
PASSED BY THE FOLLOWING VOTES:**

**AYES:**

**NAYES:**

**ABSENT:**

**ABSTAINED:**

I certify that the foregoing is a full, true and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on January 13, 2026.

**(SEAL)**

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**ELIZABETH F. NAPOLI**

**Board Secretary / Executive Director**

<b>Annual PHA Plan</b> <i>(Standard PHAs and Troubled PHAs)</i>	<b>U.S. Department of Housing and Urban Development</b> <b>Office of Public and Indian Housing</b>	<b>OMB No. 2577-0226</b> <b>Expires: 9/30/2027</b>
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**Purpose.** The 5-Year and Annual PHA Plans provide a ready source for interested parties to locate basic PHA policies, rules, and requirements concerning the PHA's operations, programs, and services. They also inform HUD, families served by the PHA, and members of the public of the PHA's mission, goals, and objectives for serving the needs of low-, very low-, and extremely low- income families.

**Applicability.** The Form HUD-50075-ST is to be completed annually by **STANDARD PHAs or TROUBLED PHAs**. PHAs that meet the definition of a High Performer PHA, Small PHA, HCV-Only PHA or Qualified PHA do **not** need to submit this form. Note: PHAs with zero public housing units must continue to comply with the PHA Plan requirements until they closeout their Section 9 programs (ACC termination).

**Definitions.**

- (1) **High-Performer PHA** – A PHA that owns or manages more than 550 combined public housing units and housing choice vouchers (HCVs) and was designated as a high performer on both the most recent Public Housing Assessment System (PHAS) and Section Eight Management Assessment Program (SEMAP) assessments if administering both programs, SEMAP for PHAs that only administer tenant-based assistance and/or project-based assistance, or PHAS if only administering public housing.
- (2) **Small PHA** - A PHA that is not designated as PHAS or SEMAP troubled, that owns or manages less than 250 public housing units and any number of vouchers where the total combined units exceed 550.
- (3) **Housing Choice Voucher (HCV) Only PHA** - A PHA that administers more than 550 HCVs, was not designated as troubled in its most recent SEMAP assessment and does not own or manage public housing.
- (4) **Standard PHA** - A PHA that owns or manages 250 or more public housing units and any number of vouchers where the total combined units exceed 550, and that was designated as a standard performer in the most recent PHAS or SEMAP assessments.
- (5) **Troubled PHA** - A PHA that achieves an overall PHAS or SEMAP score of less than 60 percent.
- (6) **Qualified PHA** - A PHA with 550 or fewer public housing dwelling units and/or HCVs combined and is not PHAS or SEMAP troubled.

A.	PHA Information.
A.1	<p><b>PHA Name:</b> _____ <b>PHA Code:</b> _____</p> <p><b>PHA Type:</b> <input type="checkbox"/> Standard PHA <input type="checkbox"/> Troubled PHA</p> <p><b>PHA Plan for Fiscal Year Beginning:</b> (MM/YYYY): _____</p> <p><b>PHA Inventory</b> (Based on Annual Contributions Contract (ACC) units at time of FY beginning, above)</p> <p><b>Number of Public Housing (PH) Units</b> _____ <b>Number of Housing Choice Vouchers (HCVs)</b> _____</p> <p><b>Total Combined Units/Vouchers</b> _____</p> <p><b>PHA Plan Submission Type:</b> <input type="checkbox"/> Annual Submission <input type="checkbox"/> Revised Annual Submission</p> <p><b>Public Availability of Information.</b> In addition to the items listed in this form, PHAs must have the elements listed below readily available to the public. A PHA must identify the specific location(s) where the proposed PHA Plan, PHA Plan Elements, and all information relevant to the public hearing and proposed PHA Plan are available for inspection by the public. At a minimum, PHAs must post PHA Plans, including updates, at each Asset Management Project (AMP) and main office or central office of the PHA and should make documents available electronically for public inspection upon request. PHAs are strongly encouraged to post complete PHA Plans on their official websites and to provide each resident council with a copy of their PHA Plans.</p>



(c) The PHA must submit its Deconcentration Policy for Field Office review.

**B.2 New Activities.**

(a) Does the PHA intend to undertake any new activities related to the following in the PHA's applicable Fiscal Year?

Y N

- |                          |                          |  |
|--------------------------|--------------------------|--|
| <input type="checkbox"/> | <input type="checkbox"/> | Choice Neighborhoods Grants.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Modernization or Development.  |
| <input type="checkbox"/> | <input type="checkbox"/> | Demolition and/or Disposition.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Designated Housing for Elderly and/or Disabled Families.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Conversion of Public Housing to Tenant-Based Assistance.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Conversion of Public Housing to Project-Based Rental Assistance or Project-Based Vouchers under RAD.                   |
| <input type="checkbox"/> | <input type="checkbox"/> | Homeownership Program under Section 32, 9 or 8(Y)  |
| <input type="checkbox"/> | <input type="checkbox"/> | Occupancy by Over-Income Families.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Occupancy by Police Officers.  |
| <input type="checkbox"/> | <input type="checkbox"/> | Non-Smoking Policies.  |
| <input type="checkbox"/> | <input type="checkbox"/> | Project-Based Vouchers.  |
| <input type="checkbox"/> | <input type="checkbox"/> | Units with Approved Vacancies for Modernization.   |
| <input type="checkbox"/> | <input type="checkbox"/> | Other Capital Grant Programs (i.e., Capital Fund Community Facilities Grants or Emergency Safety and Security Grants). |

(b) If any of these activities are planned for the applicable Fiscal Year, describe the activities. For new demolition activities, describe any public housing development or portion thereof, owned by the PHA for which the PHA has applied or will apply for demolition and/or disposition approval under section 18 of the 1937 Act under the separate demolition/disposition approval process. If using Project-Based Vouchers (PBVs), provide the projected number of project-based units and general locations, and describe how project basing would be consistent with the PHA Plan.



**B.3**

**Progress Report.**

Provide a description of the PHA's progress in meeting its Mission and Goals described in the PHA 5-Year and Annual Plan.

<b>B.4</b>	<b>Capital Improvements.</b> Include a reference here to the most recent HUD-approved 5-Year Action Plan in EPIC and the date that it was approved.
<b>B.5</b>	<b>Most Recent Fiscal Year Audit.</b>  (a) Were there any findings in the most recent FY Audit?  Y   N <input type="checkbox"/> <input type="checkbox"/>  (b) If yes, please describe:
<b>C.</b>	<b>Other Document and/or Certification Requirements.</b>
<b>C.1</b>	<b>Resident Advisory Board (RAB) Comments.</b>  (a) Did the RAB(s) have comments to the PHA Plan?  Y   N <input type="checkbox"/> <input type="checkbox"/>  (b) If yes, comments must be submitted by the PHA as an attachment to the PHA Plan. PHAs must also include a narrative describing their analysis of the RAB recommendations and the decisions made on these recommendations.

C.2	<p><b>Certification by State or Local Officials.</b></p> <p>Form HUD 50077-SL, <i>Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>
C.3	<p><b>Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan.</b></p> <p>Form HUD-50077-ST-HCV-HP, <i>PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed</i>, must be submitted by the PHA as an electronic attachment to the PHA Plan.</p>
C.4	<p><b>Challenged Elements.</b> If any element of the PHA Plan is challenged, a PHA must include such information as an attachment with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public.</p> <p>(a) Did the public challenge any elements of the Plan?</p> <p>Y      N</p> <p><input type="checkbox"/>   <input type="checkbox"/></p> <p>(b) If yes, include Challenged Elements.</p>

**C.5**

**Troubled PHA.**

(a) Does the PHA have any current Memorandum of Agreement, Performance Improvement Plan, or Recovery Plan in place?

Y   N   N/A

☐ ☐ ☐

(b) If yes, please describe:

## **Instructions for Preparation of Form HUD-50075-ST Annual PHA Plan for Standard and Troubled PHAs**

### **A. PHA Information.** All PHAs must complete this section (24 CFR 903.4).

**A.1** Include the full **PHA Name, PHA Code, PHA Type, PHA Fiscal Year Beginning (MM/YYYY), PHA Inventory, Number of Public Housing Units and Number of HCVs, PHA Plan Submission Type,** and the **Public Availability of Information**, specific location(s) of all information relevant to the public hearing and proposed PHA Plan. Note: The number of HCV's should include all special purpose vouchers (e.g. Mainstream Vouchers, etc.) (24 CFR 903.23(e)).

**PHA Consortia:** Check box if submitting a Joint PHA Plan and complete the table (24 CFR 943.128(a)).

### **B. Plan Elements.** All PHAs must complete this section.

#### **B.1 Revision of Existing PHA Plan Elements.** PHAs must:

Identify specifically which plan elements listed below that have been revised by the PHA. To specify which elements have been revised, mark the "yes" box. If an element has not been revised, mark "no" (24 CFR 903.7).

☐ **Statement of Housing Needs and Strategy for Addressing Housing Needs.** Provide a statement addressing the housing needs of low-income, very low-income and extremely low-income families and a brief description of the PHA's strategy for addressing the housing needs of families who reside in the jurisdiction served by the PHA and other families who are on the public housing and Section 8 tenant-based assistance waiting lists. The statement must identify the housing needs of (i) families with incomes below 30 percent of area median income (extremely low-income); (ii) elderly families (iii) households with individuals with disabilities, and households of various races and ethnic groups residing in the jurisdiction or on the public housing and Section 8 tenant-based assistance waiting lists based on information provided by the applicable Consolidated Plan, information provided by HUD, and other generally available data. The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location.

The identification of housing needs must address issues of affordability, supply, quality, accessibility, size of units, and location (24 CFR 903.7(a)(2)(i)). Provide a description of the ways in which the PHA intends, to the maximum extent practicable, to address those housing needs in the upcoming year and the PHA's reasons for choosing its strategy (24 CFR 903.7(a)(2)(ii)).

☐ **Deconcentration and Other Policies that Govern Eligibility, Selection, and Admissions.** PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2 (24 CFR 903.23(b)). Describe the PHA's admissions policy for deconcentration of poverty and income mixing of lower-income families in public housing. The Deconcentration Policy must describe the PHA's policy for bringing higher income tenants into lower income developments and lower income tenants into higher income developments. The deconcentration requirements apply to general occupancy and family public housing developments. Refer to 24 CFR 903.2(b)(2) for developments not subject to deconcentration of poverty and income mixing requirements (24 CFR 903.7(b)). Describe the PHA's procedures for maintaining waiting lists for admission to public housing and address any site-based waiting lists (24 CFR 903.7(b)). A statement of the PHA's policies that govern resident or tenant eligibility, selection and admission including admission preferences for both public housing and HCV (24 CFR 903.7(b)). Describe the unit assignment policies for public housing (24 CFR 903.7(b)).

☐ **Financial Resources.** A statement of financial resources, including a listing by general categories, of the PHA's anticipated resources, such as PHA operating, capital and other anticipated Federal resources available to the PHA, as well as tenant rents and other income available to support public housing or tenant-based assistance. The statement also should include the non-Federal sources of funds supporting each Federal program and state the planned use for the resources (24 CFR 903.7(c)).

☐ **Rent Determination.** A statement of the policies of the PHA governing rents charged for public housing and HCV dwelling units, including applicable public housing flat rents, minimum rents, voucher family rent contributions, and payment standard policies (24 CFR 903.7(d)).

☐ **Operation and Management.** A statement of the rules, standards, and policies of the PHA governing maintenance and management of housing owned, assisted, or operated by the public housing agency (which shall include measures necessary for the prevention or eradication of pest infestation, including cockroaches), and management of the PHA and programs of the PHA (24 CFR 903.7(e)).

☐ **Grievance Procedures.** A description of the grievance and informal hearing and review procedures that the PHA makes available to its residents and applicants (24 CFR 903.7(f)).

☐ **Homeownership Programs.** A description of any Section 5h, Section 32, Section 8y, or HOPE I public housing or HCV homeownership programs (including project number and unit count) administered by the agency or for which the PHA has applied or will apply for approval (24 CFR 903.7(k)).

☐ **Community Service and Self Sufficiency Programs.** Describe how the PHA will comply with the requirements of (24 CFR 903.7(l)). Provide a description of: (1) Any programs relating to services and amenities provided or offered to assisted families; and (2) Any policies or programs of the PHA for the enhancement of the economic and social self-sufficiency of assisted families, including programs subject to Section 3 of the Housing and Urban Development Act of 1968 (24 CFR Part 135) and FSS (24 CFR 903.7(l)).

☐ **Safety and Crime Prevention (VAWA).** Describe the PHA's plan for safety and crime prevention to ensure the safety of the public housing residents. The statement must provide development-by-development or jurisdiction wide-basis: (i) A description of the need for measures to ensure the safety of public housing residents; (ii) A description of any crime prevention activities conducted or to be conducted by the PHA; and (iii) A description of the coordination between the PHA and the appropriate police precincts for carrying out crime prevention measures and activities (24 CFR 903.7(m)). Note: All coordination and activities must be consistent with federal civil rights obligations. A description of: (1) Any activities, services, or programs provided or offered by an agency, either directly or in partnership with other service providers, to survivors of domestic violence, dating violence, sexual assault, or stalking; (2) Any activities, services, or programs provided or offered by a PHA that helps survivors of domestic violence, dating violence, sexual assault, or stalking, to obtain or maintain housing; and (3) Any activities, services, or programs provided or offered by a public housing agency to prevent domestic violence, dating violence, sexual assault, and stalking, or to enhance survivor safety in assisted families (24 CFR 903.7(m)(5)).



☐ **Pet Policy.** Describe the PHA's policies and requirements pertaining to the ownership of pets in public housing (24 CFR 903.7(n)).

☐ **Asset Management.** State how the agency will carry out its asset management functions with respect to the public housing inventory of the agency, including how the agency will plan for the long-term operating, capital investment, rehabilitation, modernization, disposition, and other needs for such inventory (24 CFR 903.7(q)).

☐ **Substantial Deviation.** PHA must provide its criteria for determining a "substantial deviation" to its 5-Year Plan (24 CFR 903.7(s)(2)(i)).

☐ **Significant Amendment/Modification.** PHA must provide its criteria for determining a "Significant Amendment or Modification" to its 5-Year and Annual Plan (24 CFR 903.7(s)(2)(ii)). For modifications resulting from the Rental Assistance Demonstration (RAD) program, refer to the 'Sample PHA Plan Amendment' found in Notice PIH 2019-23(HA), successor RAD Implementation Notices, or other RAD Notices.

If any boxes are marked "yes", describe the revision(s) to those element(s) in the space provided.

PHAs must submit a Deconcentration Policy for Field Office review. For additional guidance on what a PHA must do to deconcentrate poverty in its development and comply with fair housing requirements, see 24 CFR 903.2 (24 CFR 903.23(b)).

**B.2 New Activities.** If the PHA intends to undertake any new activities related to these elements in the current Fiscal Year, mark "yes" for those elements, and describe the activities to be undertaken in the space provided. If the PHA does not plan to undertake these activities, mark "no."

☐ **Choice Neighborhoods Grants.** (1) A description of any housing (including project number (if known) and unit count) for which the PHA will apply for Choice Neighborhoods Grants; and (2) A timetable for the submission of applications or proposals. The application and approval process for Choice Neighborhoods is a separate process. See guidance on HUD's website at: <https://www.hud.gov/cn> (Notice PIH 2011-47).

☐ **Modernization or Development (Conventional & Mixed-Finance).** (1) A description of any Public Housing (including name, project number (if known) and unit count) for which the PHA will apply for modernization or development; and (2) A timetable for the submission of applications or proposals. The application and approval process for modernization or development is a separate process. (See 24 CFR part 905 and guidance on HUD's website at: [https://www.hud.gov/program\\_offices/public\\_indian\\_housing/programs/ph/hope6/mfph#4](https://www.hud.gov/program_offices/public_indian_housing/programs/ph/hope6/mfph#4)).

☐ **Demolition and/or Disposition.** With respect to public housing only, (1) describe any public housing development(s), or portion of a public housing development projects, owned by the PHA and subject to ACCs (including project number and unit numbers [or addresses]), and the number of affected units along with their sizes and accessibility features) for which the PHA will apply or is currently pending for demolition or disposition approval under section 18 of the 1937 Act (42 U.S.C. 1437p); and (2) a timetable for the demolition or disposition. This statement must be submitted to the extent that approved and/or pending demolition and/or disposition has changed as described in the PHA's last Annual and/or 5-Year PHA Plan submission. The application and approval process for demolition and/or disposition is a separate process. Approval of the PHA Plan does not constitute approval of these activities. See guidance on HUD's website at: [https://www.hud.gov/program\\_offices/public\\_indian\\_housing/centers/sac/demo\\_dispo/](https://www.hud.gov/program_offices/public_indian_housing/centers/sac/demo_dispo/) and 24 CFR 903.7(h).

☐ **Designated Housing for Elderly and Disabled Families.** Describe any public housing projects owned, assisted, or operated by the PHA (or portions thereof), in the upcoming fiscal year, that the PHA has continually operated as, has designated, or will apply for designation for occupancy by elderly and/or disabled families only. Include the following information: (1) development name and number; (2) designation type; (3) application status; (4) date the designation was approved, submitted, or planned for submission; (5) the number of units affected and (6) expiration date of the designation of any HUD approved plan. **Note:** The application and approval process for such designations is separate from the PHA Plan process, and PHA Plan approval does not constitute HUD approval of any designation (24 CFR 903.7(i)(c)).

☐ **Conversion of Public Housing under the Voluntary or Mandatory Conversion programs.** Describe (1) any public housing building(s) (including project number and unit count) owned by the PHA that the PHA is required to convert or plans to voluntarily convert to tenant-based assistance; (2) an analysis of the projects or buildings required to be converted under Section 33; and (3) a statement of the amount of assistance received to be used for rental assistance or other housing assistance in connection with such conversion. See guidance on HUD's website at the Special Applications Center (SAC) (<https://www.hud.gov/sac>) and 24 CFR 903.7(j).

☐ **Conversion of Public Housing under the Rental Assistance Demonstration (RAD) program (including Faircloth to RAD).** Describe any public housing building(s) (including project number and unit count) owned by the PHA that the PHA plans to voluntarily convert to Project-Based Rental Assistance or Project-Based Vouchers under RAD. Note that all PHAs shall be required to provide the information listed in Attachment 1D of Notice PIH 2019-23(HA) as a significant amendment or its successor notice. See additional guidance on HUD's website at: <https://www.hud.gov/RAD/library/notices>.

☐ **Homeownership Programs.** A description of any Section 5h, Section 32, Section 8y, or HCV homeownership programs (including project number and unit count) administered by the agency or for which the PHA has applied or will apply for approval (24 CFR 903.7(k)).

☐ **Occupancy by Over-Income Families.** A PHA that owns or operates fewer than two hundred fifty (250) public housing units, may lease a unit in a public housing development to an over-income family (a family whose annual income exceeds the limit for a low income family at the time of initial occupancy), if all the following conditions are satisfied: (1) There are no eligible low income families on the PHA waiting list or applying for public housing assistance when the unit is leased to an over-income family; (2) The PHA has publicized availability of the unit for rental to eligible low income families, including publishing public notice of such availability in a newspaper of general circulation in the jurisdiction at least thirty days before offering the unit to an over-income family; (3) The over-income family rents the unit on a month-to-month basis for a rent that is not less than the PHA's cost to operate the unit; (4) The lease to the over-income family provides that the family agrees to vacate the unit when needed for rental to an eligible family; and (5) The PHA gives the over-income family at least thirty day notice to vacate the unit when the unit is needed for rental to an eligible family. The PHA may incorporate information on occupancy by over-income families into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. (See additional guidance on HUD's website at: Notice PIH-2021-35 (24 CFR 960.503) (24 CFR 903.7(b)).

☐ **Occupancy by Police Officers.** The PHA may allow police officers who would not otherwise be eligible for occupancy in public housing, to reside in a public housing dwelling unit. The PHA must include the number and location of the units to be occupied by police officers, and the terms and conditions of their tenancies; and a statement that such occupancy is needed to increase security for public housing residents. A "police officer" means a person determined by the PHA to be, during the period of residence of that person in public housing, employed on a full-time basis as a duly licensed professional police officer by a Federal, State or local government or by any agency of these governments. An officer of an accredited police force of a housing agency

may qualify. The PHA may incorporate information on occupancy by police officers into its PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. See additional guidance on HUD's website at: Notice PIH 2021-35. (24 CFR 960.505) (24 CFR 903.7(b))  
NOTE: All activities must be consistent with civil rights laws – including ensuring that it does not have a disparate impact on protected class groups based on race, color, religion, national origin, sex (including sexual orientation), familial status, and disability.

☐ **Non-Smoking Policies.** The PHA may implement non-smoking policies in its public housing program and incorporate this into its PHA Plan statement of operation and management and the rules and standards that will apply to its projects. See additional guidance on HUD's website at: Notice PIH 2009-21 and Notice PIH-2017-03 (24 CFR 903.7(e)).

☐ **Project-Based Vouchers.** Describe any plans to use HCVs for new project-based vouchers, which must comply with PBV goals, civil rights requirements, Housing Quality Standards (HQS) and deconcentration standards, as stated in 24 CFR 983.55(b)(1) and set forth in the PHA Plan statement of deconcentration and other policies that govern eligibility, selection, and admissions. If using project-based vouchers, provide the projected number of project-based units and general locations (including if PBV units are planned on any former or current public housing units or sites), and describe how project-basing would be consistent with the PHA Plan (24 CFR 903.7(b)(3), 24 CFR 903.7(r)).

☐ **Units with Approved Vacancies for Modernization.** The PHA must include a statement related to units with approved vacancies that are undergoing modernization in accordance with 24 CFR 990.145(a)(1).

☐ **Other Capital Grant Programs** (i.e., Capital Fund Lead Based Paint, Housing Related Hazards, At Risk/Receivership/Substandard/Troubled Program, and/or Emergency Safety and Security Grants).

For all activities that the PHA plans to undertake in the applicable Fiscal Year, provide a description of the activity in the space provided.

**B.3 Progress Report.** For all Annual Plans following submission of the first Annual Plan, a PHA must include a brief statement of the PHA's progress in meeting the mission and goals described in the 5-Year PHA Plan (24 CFR 903.7(s)(1)).

**B.4 Capital Improvements.** PHAs that receive funding from the Capital Fund Program (CFP) must complete this section (24 CFR 903.7 (g)). To comply with this requirement, the PHA must reference the most recent HUD approved Capital Fund 5 Year Action Plan in EPIC and the date that it was approved. PHAs can reference the form by including the following language in the Capital Improvement section of the appropriate Annual or Streamlined PHA Plan Template: "See Capital Fund 5 Year Action Plan in EPIC approved by HUD on XX/XX/XXXX."

**B.5 Most Recent Fiscal Year Audit.** If the results of the most recent fiscal year audit for the PHA included any findings, mark "yes" and describe those findings in the space provided (24 CFR 903.7(p)).

#### C. Other Document and/or Certification Requirements.

**C.1 Resident Advisory Board (RAB) comments.** If the RAB had comments on the annual plan, mark "yes," submit the comments as an attachment to the Plan and describe the analysis of the comments and the PHA's decision made on these recommendations (24 CFR 903.13(c), 24 CFR 903.19).

**C.2 Certification by State or Local Officials.** Form HUD-50077-SL, *Certification by State or Local Officials of PHA Plans Consistency with the Consolidated Plan*, must be submitted by the PHA as an electronic attachment to the PHA Plan. (24 CFR 903.15). **Note:** A PHA may request to change its fiscal year to better coordinate its planning with planning done under the Consolidated Plan process by State or local officials as applicable.

**C.3 Civil Rights Certification/ Certification Listing Policies and Programs that the PHA has Revised since Submission of its Last Annual Plan.** Provide a certification that the following plan elements have been revised, provided to the RAB for comment before implementation, approved by the PHA board, and made available for review and inspection by the public. This requirement is satisfied by completing and submitting form HUD-50077 ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed*. Form HUD-50077-ST-HCV-HP, *PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations Including PHA Plan Elements that Have Changed* must be submitted by the PHA as an electronic attachment to the PHA Plan. This includes all certifications relating to Civil Rights and related regulations. A PHA will be considered in compliance with the certification requirement to affirmatively further fair housing if the PHA fulfills the requirements of 24 CFR 5.150 et. seq., 24 CFR 903.7(o)(1), and 903.15.

**C.4 Challenged Elements.** If any element of the Annual PHA Plan or 5-Year PHA Plan is challenged, a PHA must include such information as an attachment to the Annual PHA Plan or 5-Year PHA Plan with a description of any challenges to Plan elements, the source of the challenge, and the PHA's response to the public (24 CFR 903.23(b)).

**C.5 Troubled PHA.** If the PHA is designated troubled, and has a current MOA, improvement plan, or recovery plan in place, mark "yes," and describe that plan. Include dates in the description and most recent revisions of these documents as attachments. If the PHA is troubled, but does not have any of these items, mark "no." If the PHA is not troubled, mark "N/A" (24 CFR 903.9).

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This information collection is authorized by Section 511 of the Quality Housing and Work Responsibility Act, which added a new section 5A to the U.S. Housing Act of 1937, as amended, which introduced the 5-Year and Annual PHA Plan.

Public reporting burden for this information collection is estimated to average 5.64 hours per response, including the time for reviewing instructions, searching existing data sources, gathering, and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding this burden estimate or any other aspect of this collection of information, including suggestions to reduce this burden, to the Reports Management Officer, REE, Department of Housing and Urban Development, 451 7th Street, SW, Room 4176, Washington, DC 20410-5000. When providing comments, please refer to OMB Approval No. 2577-0226. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Privacy Notice.** The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality.

**Certification of Compliance with PHA Plan  
and Related Regulations  
(Standard, Troubled, HCV-Only, and High  
Performer PHAs)**

U.S. Department of Housing and Urban Development  
Office of Public and Indian Housing  
OMB No. 2577-0226  
Expires 09/30/2027

**PHA Certifications of Compliance with PHA Plan, Civil Rights, and Related Laws and Regulations  
including PHA Plan Elements that Have Changed**

*Acting on behalf of the Board of Commissioners of the Public Housing Agency (PHA) listed below, as its Chairperson or other authorized PHA official if there is no Board of Commissioners, I approve the submission of the   5  -Year and/or   X   Annual PHA Plan, hereinafter referred to as "the Plan", of which this document is a part, and make the following certification and agreements with the Department of Housing and Urban Development (HUD) for the PHA fiscal year beginning 10/2025, in connection with the submission of the Plan and implementation thereof:*

1. The Plan is consistent with the applicable comprehensive housing affordability strategy (or any plan incorporating such strategy) for the jurisdiction in which the PHA is located (24 CFR § 91.2).
2. The Plan contains a certification by the appropriate State or local officials that the Plan is consistent with the applicable Consolidated Plan, which includes a certification that requires the preparation of an Analysis of Impediments (AI) to Fair Housing Choice, or Assessment of Fair Housing (AFH) when applicable, for the PHA's jurisdiction and a description of the manner in which the PHA Plan is consistent with the applicable Consolidated Plan (24 CFR §§ 91.2, 91.225, 91.325, and 91.425).
3. The PHA has established a Resident Advisory Board or Boards, the membership of which represents the residents assisted by the PHA, consulted with this Resident Advisory Board or Boards in developing the Plan, including any changes or revisions to the policies and programs identified in the Plan before they were implemented, and considered the recommendations of the RAB (24 CFR 903.13). The PHA has included in the Plan submission a copy of the recommendations made by the Resident Advisory Board or Boards and a description of the manner in which the Plan addresses these recommendations.
4. The PHA provides assurance as part of this certification that:
  - (i) The Resident Advisory Board had an opportunity to review and comment on the changes to the policies and programs before implementation by the PHA;
  - (ii) The changes were duly approved by the PHA Board of Directors (or similar governing body); and
  - (iii) The revised policies and programs are available for review and inspection, at the principal office of the PHA during normal business hours.
5. The PHA made the proposed Plan and all information relevant to the public hearing available for public inspection at least 45 days before the hearing, published a notice that a hearing would be held and conducted a hearing to discuss the Plan and invited public comment.
6. The PHA certifies that it will carry out the public housing program of the agency in conformity with title VI of the Civil Rights Act of 1964 (42 U.S.C. 2000d-2000d—4), the Fair Housing Act (42 U.S.C. 3601-19), Section 504 of the Rehabilitation Act of 1973 (29 U.S.C. 794), title II of the Americans with Disabilities Act (42 U.S.C. 12101 et seq.), and other applicable civil rights requirements and that it will affirmatively further fair housing in the administration of the program. In addition, if it administers a Housing Choice Voucher Program, the PHA certifies that it will administer the program in conformity with the Fair Housing Act, title VI of the Civil Rights Act of 1964, Section 504 of the Rehabilitation Act of 1973, title II of the Americans with Disabilities Act, and other applicable civil rights requirements, and that it will affirmatively further fair housing in the administration of the program.
7. The PHA will affirmatively further fair housing, which means that it will take meaningful actions to further the goals identified in the Assessment of Fair Housing (AFH) conducted in accordance with the requirements of 24 CFR § 5.150 through 5.180, that it will take no action that is materially inconsistent with its obligation to affirmatively further fair housing, and that it will address fair housing issues and contributing factors in its programs, in accordance with 24 CFR §

903.7(o)(3). The PHA will fulfill the requirements at 24 CFR § 903.7(o) and 24 CFR § 903.15(d). Until such time as the PHA is required to submit an AFH, the PHA will fulfill the requirements at 24 CFR § 903.7(o) promulgated prior to August 17, 2015, which means that it examines its programs or proposed programs; identifies any impediments to fair housing choice within those programs; addresses those impediments in a reasonable fashion in view of the resources available; works with local jurisdictions to implement any of the jurisdiction's initiatives to affirmatively further fair housing that require the PHA's involvement; and maintains records reflecting these analyses and actions.

8. For PHA Plans that include a policy for site-based waiting lists:

- The PHA regularly submits required data to HUD's 50058 PIC/IMS Module in an accurate, complete and timely manner (as specified in PIH Notice 2011-65);
- The system of site-based waiting lists provides for full disclosure to each applicant in the selection of the development in which to reside, including basic information about available sites; and an estimate of the period of time the applicant would likely have to wait to be admitted to units of different sizes and types at each site;
- Adoption of a site-based waiting list would not violate any court order or settlement agreement or be inconsistent with a pending complaint brought by HUD;
- The PHA shall take reasonable measures to assure that such a waiting list is consistent with affirmatively furthering fair housing; and
- The PHA provides for review of its site-based waiting list policy to determine if it is consistent with civil rights laws and certifications, as specified in 24 CFR 903.7(o)(1).

9. The PHA will comply with the prohibitions against discrimination on the basis of age pursuant to the Age Discrimination Act of 1975.

10. In accordance with 24 CFR § 5.105(a)(2), HUD's Equal Access Rule, the PHA will not make a determination of eligibility for housing based on sexual orientation, gender identify, or marital status and will make no inquiries concerning the gender identification or sexual orientation of an applicant for or occupant of HUD-assisted housing.

11. The PHA will comply with the Architectural Barriers Act of 1968 and 24 CFR Part 41, Policies and Procedures for the Enforcement of Standards and Requirements for Accessibility by the Physically Handicapped.

12. The PHA will comply with the requirements of Section 3 of the Housing and Urban Development Act of 1968, Employment Opportunities for Low-or Very-Low Income Persons, and with its implementing regulation at 24 CFR Part 135.

13. The PHA will comply with acquisition and relocation requirements of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 and implementing regulations at 49 CFR Part 24 as applicable.

14. The PHA will take appropriate affirmative action to award contracts to minority and women's business enterprises under 24 CFR 5.105(a).

15. The PHA will provide the responsible entity or HUD any documentation that the responsible entity or HUD needs to carry out its review under the National Environmental Policy Act and other related authorities in accordance with 24 CFR Part 58 or Part 50, respectively.

16. With respect to public housing the PHA will comply with Davis-Bacon or HUD determined wage rate requirements under Section 12 of the United States Housing Act of 1937 and the Contract Work Hours and Safety Standards Act.

17. The PHA will keep records in accordance with 2 CFR 200.333 and facilitate an effective audit to determine compliance with program requirements.

18. The PHA will comply with the Lead-Based Paint Poisoning Prevention Act, the Residential Lead-Based Paint Hazard Reduction Act of 1992, and 24 CFR Part 35.

19. The PHA will comply with the policies, guidelines, and requirements of 2 CFR Part 200, Uniform Administrative Requirements, Cost Principles, and Audit Requirements for Federal Financial Assistance, including but not limited to submitting the assurances required under 24 CFR §§ 1.5, 3.115, 8.50, and 107.25 by submitting an SF-424, including the required assurances in SF-424B or D, as applicable.

20. The PHA will undertake only activities and programs covered by the Plan in a manner consistent with its Plan and will utilize covered grant funds only for activities that are approvable under the regulations and included in its Plan.

21. All attachments to the Plan have been and will continue to be available at all times and all locations that the PHA Plan is available for public inspection. All required supporting documents have been made available for public inspection along with the Plan and additional requirements at the primary business office of the PHA and at all other times and locations identified by the PHA in its PHA Plan and will continue to be made available at least at the primary business office of the PHA.
22. The PHA certifies that it is in compliance with applicable Federal statutory and regulatory requirements, including the Declaration of Trust(s).

**Guam Housing & Urban Renewal Authority**

**GQ001**

PHA Name

PHA Number/HA Code

X Annual PHA Plan for Fiscal Year 2025

   5-Year PHA Plan for Fiscal Years 20   - 20  

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate. **Warning:** HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802).

Name of Executive Director	<b>Elizabeth F. Napoli</b>	Name Board Chairman	<b>John J Rivera</b>
Signature	Date	Signature	Date

The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality. This information is collected to ensure compliance with PHA Plan, Civil Rights, and related laws and regulations including PHA plan elements that have changed.

Public reporting burden for this information collection is estimated to average 0.16 hours per year per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Form identification:** GQ001-Guam Housing & Urban Renewal Authority form HUD-50077-ST-HCV-HP (Form ID - 1484) for CY 2025 printed by Patrick Luces in HUD Secure Systems/Public Housing Portal at 12/02/2025 10:06PM EST

<b>Certification by State or Local Official of PHA Plans Consistency with the Consolidated Plan or State Consolidated Plan (All PHAs)</b>	<b>U.S. Department of Housing and Urban Development</b> Office of Public and Indian Housing OMB No. 2577-0226 <b>Expires 09/30/2027</b>
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**Certification by State or Local Official of PHA Plans  
Consistency with the Consolidated Plan or State Consolidated Plan**

I, Elizabeth F. Napoli, the Executive Director certify that the 5-Year PHA Plan for fiscal years 2025-2029 and/or Annual PHA Plan for fiscal year 2025 of the GQ001 - Guam Housing & Urban Renewal Authority is consistent with the Consolidated Plan or State Consolidated Plan including the Analysis of Impediments (AI) to Fair Housing Choice or Assessment of Fair Housing (AFH) as applicable to the Government of Guam pursuant to 24 CFR Part 91 and 24 CFR § 903.15.

Provide a description of how the PHA Plan's contents are consistent with the Consolidated Plan or State Consolidated Plan.

Guam continues to have households that need housing assistance--the elderly, disabled, veteran families, families at risk of becoming homeless, low- and moderate-income families. The goals and objectives outlined in the PHA Plan to address affordable, decent, safe, and sanitary homes are consistent with those in the Guam's Consolidated Plan housing needs. GHURA currently manages 750 public housing units, 49 elderly housing units, and 2,718 Housing Choice Vouchers to assist in addressing the needs.

I hereby certify that all the information stated herein, as well as any information provided in the accompaniment herewith, is true and accurate. **Warning:** HUD will prosecute false claims and statements. Conviction may result in criminal and/or civil penalties. (18 U.S.C. 1001, 1010, 1012; 31 U.S.C. 3729, 3802)

Name of Authorized Official:	<b>Elizabeth F. Napoli</b>	Title:	<b>Executive Director</b>
Signature:		Date:	

The United States Department of Housing and Urban Development is authorized to solicit the information requested in this form by virtue of Title 12, U.S. Code, Section 1701 et seq., and regulations promulgated thereunder at Title 12, Code of Federal Regulations. Responses to the collection of information are required to obtain a benefit or to retain a benefit. The information requested does not lend itself to confidentiality. This information is collected to ensure consistency with the consolidated plan or state consolidated plan.

Public reporting burden for this information collection is estimated to average 0.16 hours per year per response, including the time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. HUD may not collect this information, and respondents are not required to complete this form, unless it displays a currently valid OMB Control Number.

**Form identification:** *GQ001-Guam Housing & Urban Renewal Authority form HUD-50077-SL (Form ID - 4994) printed by Patrick Lucas in HUD Secure Systems/Public Housing Portal at 12/02/2025 10:08PM EST*





# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudad Guahan  
117 Bien Venida Avenue, Sinajana, GU 96910  
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701  
Website: [www.ghura.org](http://www.ghura.org)



## PREFACE

Pursuant to Title 5 Guam Code Annotated, Chapter 43, Section 43202 – **Performance Reviews of Agency Heads**. “The governing Boards for all agencies, instrumentalities, *or* entities *shall* issue performance reviews of the Chief Executive selected for that agency six (6) months after appointment of the said Chief Executive and every twelve (12) months thereafter that the Chief Executive is retained by the Governing Board. Each performance review *shall* document the Chief Executive’s performance, accomplishments, and the respective Governing Board’s reasons for retaining the said Chief Executive.”



# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudad Guahan  
117 Bien Venida Avenue, Sinajana, GU 96910  
Phone: (671) 477-9851 · Fax: (671) 300-7565 · TTY: (671) 472-3701  
Website: [www.ghura.org](http://www.ghura.org)



**Lourdes A. Leon Guerrero**  
Governor of Guam

**Joshua F. Tenorio**  
Lt. Governor of Guam

**John J. Rivera**  
Chairman

**Nathanael P. Sanchez**  
Vice Chairman

**Anisia S. Delia**  
Commissioner

**Emilia F. Rice**  
Commissioner

**Victor R. Torres**  
Commissioner

**Karl E. Corpus**  
Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

## SUMMARY OF EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE) FOR

**Elizabeth F. Napoli – Executive Director**  
**Review Period:** 07/08/2024 – 07/07/2025 (Annual)

Pursuant to 5GCA §43202, the GHURA Board of Commissioners decided during their 07/08/2019, regularly scheduled board meeting, that each board member will evaluate both the Executive Director and Deputy Director, and for the completed ratings to be submitted directly to the Human Resources Division for compilation.

Based on the ratings submitted, Ms. Elizabeth F. Napoli earned an overall **“Highly Satisfactory”** performance evaluation rating as GHURA’s Executive Director for the annual review period (07/08/2024 – 07/07/2025). The performance evaluation was based on the following factors:

1. Leadership
2. Strategic Planning
3. Communicates Vision and Direction
4. Champions Innovation
5. Promotes Ethics
6. Builds Relationships
7. Decision Making
8. Leads Change
9. Inspires and Directs Action
10. Promotes Diversity
11. Accountability/Fiscal/Fiduciary Responsibility
12. Business Acumen
13. Effective Operation & Maintenance of HUD Plans and Projects

As a result of the **“Highly Satisfactory”** performance evaluation, the GHURA Board of Commissioners **retain** Ms. Elizabeth F. Napoli as the Executive Director of the Guam Housing and Urban Renewal Authority. Pursuant to BOC Resolution FY2022-006, there will be no salary increment for the Executive Director’s position.

Compiled by:

  
C.N. Ongklungel

Personnel Specialist II

 9/15/2025  
K.K. Bersamin, DBA, SPHR, SHRM-SCP

Personnel Services Administrator



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

**PART I - SELF-ASSESSMENT** (Completed by Executive) NAME OF RATER: John J. Rivera (Chairman)

**A. Mission** (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

**B. Strategic Plan Objectives** (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

**C. Activity(s)** (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. On-going modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

10/6/23

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)

I am confident in GHURA's ability to continue to be a great agency under the leadership of the Executive Director. There are so many great things happening. Each new milestone is another opportunity to advance our community and help our people.



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)					
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
1. Leadership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Champions Innovation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Promotes Ethics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Builds Relationships	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Inspires and Directs Action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Accountability / Fiscal / Fiduciary Responsibility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Business Acumen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>
<b>PART III - STANDARDS</b> <i>(Completed by Supervisor)</i>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Un-Satisfactory</b>
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments/Justification:**  
Executive Director Liz is client centric and community focused.

Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Comments/Justification:**  
Executive Director Liz demonstrates a steadfast commitment to adhering to policy/regulations and leading this agency with integrity.



**PART V -- OVERALL RATING:** *(Overall rating based on Parts I, II, III, IV)*

☒ OUTSTANDING      ☐ SATISFACTORY      ☐ MARGINAL  
☐ HIGHLY SATISFACTORY      ☐ UNSATISFACTORY

☒ RETAIN      ☐ NOT RETAIN

  
John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS      Date: June 28, 2025

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Frank T. Ishizaki, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Vacant, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER      Date: \_\_\_\_\_



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY**  
**EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

Employee Name	ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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**COMPLETE BY EMPLOYEE:**

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

**Employee Comments:** (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

*Thank you for your ongoing support of my leadership. I've been blessed with the opportunity to continue working with such a great team, along with a stellar Board of Commissioners.*

*E. Napoli*  
\_\_\_\_\_  
Employee Signature

*09/08/2025*  
\_\_\_\_\_  
Date



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

## PART I - SELF-ASSESSMENT (Completed by Executive)

NAME OF RATER: NATHANIEL P. SANCHEZ

### A. Mission (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

### B. Strategic Plan Objectives (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

### C. Activity(s) (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. Ongoing modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide ongoing customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

APR: 8/1/25

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
1. Leadership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Champions Innovation	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Promotes Ethics	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Builds Relationships	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Inspires and Directs Action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Accountability / Fiscal / Fiduciary Responsibility	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Business Acumen	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
<b>PART III - STANDARDS</b> <i>(Completed by Supervisor)</i>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-Satisfactory</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Performance Standard:</b> <i>(Customer Focus)</i>					
<b>Comments/Justification:</b>					
<b>Performance Standard:</b> <i>(Adherence to Policy and Federal HUD Regs)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
	<b>Comments/Justification:</b>				



**PART V -- OVERALL RATING:** *(Overall rating based on Parts I, II, III, IV)*

☒ OUTSTANDING

☐ SATISFACTORY

☐ MARGINAL

☐ HIGHLY SATISFACTORY

☐ UNSATISFACTORY

☒ RETAIN

☐ NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date: 8-7-25

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER Date: \_\_\_\_\_



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name	ELIZABETH F. NAPOLI	Position Classification / Title	Executive Director (Unclassified)	Employee ID No.	728
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## COMPLETE BY EMPLOYEE:

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

I greatly appreciate my performance evaluation rating. The support and guidance that you provide motivates me to keep working with Team GHURA. The Agency's efforts towards continued growth and success. Thank you, Vice-Chair Napol.

*E. Napol*

Employee Signature

*09/08/2025*

Date



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

**PART I - SELF-ASSESSMENT** (Completed by Executive)      NAME OF RATER: Anisia Delia

**A. Mission** (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

**B. Strategic Plan Objectives** (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

**C. Activity(s)** (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. Ongoing modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

*Del 8/26/25*

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)

The Director has consistently demonstrated effective leadership, sound decision-making, and strong organizational management. She guides her team in achieving departmental goals, ensures compliance with policies and standards, and fosters a collaborative work environment. Her performance reflects professionalism, dedication, and a clear commitment to supporting the organization's mission.



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
1. Leadership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Champions Innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Promotes Ethics	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Builds Relationships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Inspires and Directs Action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Accountability / Fiscal / Fiduciary Responsibility	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Business Acumen	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>
<b>PART III - STANDARDS</b> <i>(Completed by Supervisor)</i>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Un-Satisfactory</b>
	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Performance Standard:** *(Customer Focus)*

**Comments/Justification:**

The Director demonstrates highly satisfactory customer service in her interactions with government officials and the public. She maintains professionalism, clear communication, and responsiveness, ensuring that concerns are addressed effectively.

**Performance Standard:** *(Adherence to Policy and Federal HUD Regs)*

**Comments/Justification:**

The Director demonstrates outstanding performance in ensuring compliance with organizational policies and Federal HUD regulations. She consistently applies rules with accuracy and fairness, while maintaining thorough documentation and oversight.



**PART V -- OVERALL RATING:** *(Overall rating based on Parts I, II, III, IV)*

☐ OUTSTANDING      ☐ SATISFACTORY      ☐ MARGINAL  
☒ HIGHLY SATISFACTORY      ☐ UNSATISFACTORY

☒ RETAIN      ☐ NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS            8/26/25  
Date: \_\_\_\_\_

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Vacant, Member, GHURA BOARD OF COMMISSIONERS      Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER      Date: \_\_\_\_\_



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name	ELIZABETH F. NAPOLI	Position Classification / Title	Executive Director (Unclassified)	Employee ID No.	728
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### COMPLETE BY EMPLOYEE:

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

Thank you for your input as a Commissioner. I truly appreciate your rating and acknowledgment of my leadership. All things GHURA and the team that works hard to deliver it's best for those we serve makes my job so worthwhile.

*E. Napoli*

Employee Signature

09/08/2025

Date



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

**PART I - SELF-ASSESSMENT** (Completed by Executive) NAME OF RATER: Victor R. Torres

**A. Mission** (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

**B. Strategic Plan Objectives** (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

**C. Activity(s)** (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. Ongoing modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

*Victor R. Torres*

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)

The Executive Director has initiated and overseen various activities that meet the Strategic Plan Objectives. With regards to providing decent, safe and sanitary homes for GHURA clients there are numerous rehabilitation projects of various GHURA units, Concrete roof repair, fence repair, procurement of security camera installations and monitoring, of roving security Guard monitoring services, and other similar projects.

Engaging with various non-profit entities through the Guam Homeless Coalition, with Manelu, and assistin with Passport to Services events.

Updatiing and adoption of the Housing voucher program, and timely adoption of the Housing Asset Management operating budget, Taking on the Community Development Block Grant Disaster Recovery project and developing and adopting the various policies, plans and activities meant to move the program forwards.

Moving forwards with above step recruitments for accountants and positions to provide the necessary personnel GHURA needs for their various programs and projects. Procurement of of various office furniture and equipment for staff.



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
<b>PART II - EXPECTATIONS OF EXECUTIVES:</b> Completed by Supervisor (Check the rating that applies to each)					
1. Leadership	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Champions Innovation	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Promotes Ethics	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Builds Relationships	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Inspires and Directs Action	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Accountability / Fiscal / Fiduciary Responsibility	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Business Acumen	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
<b>PART III - STANDARDS</b> <i>(Completed by Supervisor)</i>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-Satisfactory</b>
<b>Performance Standard:</b> <i>(Customer Focus)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments/Justification:**

The various projects like for rehabilitation, security cameras and monitoring show a focus and the client customer. Likewise focus and procurement of office furniture and equipment and above step recruitment for critical positions show a focus on meeting the needs of the internal customer of staff. , ,

<b>Performance Standard:</b> <i>(Adherence to Policy and Federal HUD Regs)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Comments/Justification:**

Timely updates and adoption of various Federal HUD policy, standards and regulations like the Housing Choice Voucher program standards and guideleines, Low Income Tax Credit Qualified Allocation Plan.



**PART V -- OVERALL RATING:** (Overall rating based on Parts I, II, III, IV)

☐ OUTSTANDING

☐ SATISFACTORY

☐ MARGINAL

☒ HIGHLY SATISFACTORY

☐ UNSATISFACTORY

☒ RETAIN

☐ NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date: Victor R. Torres July 29, 2025

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER Date: \_\_\_\_\_



GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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COMPLETE BY EMPLOYEE:

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)  
your feedback is well-taken and I commit to continued professional growth in the areas noted as "satisfactory." I look forward to your ongoing support and collaboration in GHURA's future endeavors. Thank you, Commissioner Jones.

	
Employee Signature	Date



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

NAME OF RATER: Emilia F. Rice

## PART I - SELF-ASSESSMENT (Completed by Executive)

### A. Mission (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

### B. Strategic Plan Objectives (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

### C. Activity(s) (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. Ongoing modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

See 7/31/2025 m

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-satisfactory</b>
<b>1. Leadership</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>2. Strategic Planning</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>3. Communicates Vision and Direction</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>4. Champions Innovation</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>5. Promotes Ethics</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>6. Builds Relationships</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>7. Decision Making</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>8. Leads Change</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>9. Inspires and Directs Action</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>10. Promotes Diversity</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>11. Accountability / Fiscal / Fiduciary Responsibility</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>12. Business Acumen</b>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>13. Effective Operation &amp; Maintenance of HUD Plans and Projects</b>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>
<b>PART III - STANDARDS</b> <i>(Completed by Supervisor)</i>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Un-Satisfactory</b>
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:				
Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:				



**PART V -- OVERALL RATING:** (Overall rating based on Parts I, II, III, IV)

☐ OUTSTANDING

☐ SATISFACTORY

☐ MARGINAL

☒ HIGHLY SATISFACTORY

☐ UNSATISFACTORY

☒ RETAIN

☐ NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS *Emilia F. Rice* Date: 7/31/2025

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER Date: \_\_\_\_\_



GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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**COMPLETE BY EMPLOYEE:**

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

Thank you for your feedback, Commissioner Rice. I am committed to continued professional growth in my role to successfully meet GHURA's current and future challenges and projects. I am grateful for your support.

EL Napolis 09/08/2025  
Employee Signature Date



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
Period of Report From: <b>07/08/2024</b> To: <b>07/07/2025</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

**PART I - SELF-ASSESSMENT** (Completed by Executive) NAME OF RATER: KARL E. CORPUS

**A. Mission** (Position Mission Statement)

To promote the health, safety and welfare of Guam's people by the elimination of slum and blight conditions, by the orderly redevelopment and renewal of communities, by proper planning of community development and by provision of safe, decent, and sanitary dwelling for low income families, through all available federal and local governmental programs and through encouragement of private enterprise to participate in the common task of community improvement.

**B. Strategic Plan Objectives** (Address each program area of responsibility)

- To provide decent, safe and sanitary homes for GHURA clients.
- To enhance and strengthen our relationships with non-profit and government organizations in assessing the needs of our communities.
- To provide responsive and quality client services.
- To enhance employee technical and skill level competencies.
- To provide the agency the tools and facilities needed to meet the Authority's goal and objectives.

**C. Activity(s)** (Related to the Strategic Objectives)

- Maintain a diligent maintenance program of public housing units. Ongoing modernization of GHURA units to include upgrade of infrastructure, and renovations of units.
- Identifying community needs with our partners and constructing buildings and supporting programs to meet these objectives. These projects include head start classrooms, fire stations, safety equipment acquisition, senior citizens centers, food banks, adult elderly emergency facilities, youth transitional living facility and special education classrooms.
- Provide on-going customer service training, upgrade of our facilities and increase use of modern technology to enhance services.
- To provide staff with training opportunities both on and off island to increase knowledge and skill level competencies.
- Construction of new housing Authority headquarters complete with modern amenities and functionality.

  
Page 1 of 6

**D. Summary of Performance** (Assess overall performance as it relates to meeting the objectives identified in the Strategic Plan)



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name	Position Classification / Title	Executive Director (Unclassified)			Employee ID No.	
		Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)						
1. Leadership		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. Champions Innovation		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. Promotes Ethics		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. Builds Relationships		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. Inspires and Directs Action		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. Accountability / Fiscal / Fiduciary Responsibility		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. Business Acumen		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>			Employee ID No. <b>728</b>	
<b>PART III - STANDARDS</b> (Completed by Supervisor)	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-Satisfactory</b>
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: (Customer Focus)					
Comments/Justification:					
Performance Standard: (Adherence to Policy and Federal HUD Regs)					
Comments/Justification:					

*Great Job, Very Knowledge of Ghura and HUD policies and Regulations.  
Demonstrating a high level in execution of her duties on a daily basis  
to improve the quality of life for people in the program.*

*Adherence to policies and Regulations of the Federal Guidelines.*



**PART V -- OVERALL RATING:** (Overall rating based on Parts I, II, III, IV)

☒ OUTSTANDING

☐ SATISFACTORY

☐ MARGINAL

☐ HIGHLY SATISFACTORY

☐ UNSATISFACTORY

☒ RETAIN

☐ NOT RETAIN

John J. Rivera, Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Nathanael P. Sanchez, Vice Chairman, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Emilia F. Rice, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Vacant, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

Karl E. Corpus, Resident COMMISSIONER

Sept. 4th 2025  
Date: \_\_\_\_\_



# GUAM HOUSING AND URBAN RENEWAL AUTHORITY

## EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name	ELIZABETH F. NAPOLI	Position Classification / Title	Executive Director (Unclassified)	Employee ID No.	728
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### COMPLETE BY EMPLOYEE:

☒ Concur

☐ Do not Concur (Employee comments are mandatory, if this option is selected.)

Employee Comments: (May include any reactions, concerns, agreements or disagreements regarding performance evaluation / development plan.)

Thank you for your recognition of my leadership, Commissioner Karl. As a Resident Commissioner, your rating means a great deal to me because you are a recipient of Team GHURA's work. Our ongoing collaboration makes all our efforts all the more rewarding.

*E. Napoli*  
Employee Signature

09/08/2025  
Date