



**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., September 24, 2024  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
AGENDA**

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<b>I.</b>	<b>ROLL CALL</b>	
<b>II.</b>	<b>BOARD MEETING PUBLIC ANNOUNCEMENTS</b>	
	1 <sup>st</sup> Printing – Tuesday, September 17, 2024	
	2 <sup>nd</sup> Printing – Sunday, September 22, 2024	
<b>III.</b>	<b>APPROVAL OF PREVIOUS BOARD MINUTES – August 13, 2024</b>	
	August 30, 2024	
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2.	<b>Resolution No. FY2024-023</b> .....	42
	Resolution approving the Fiscal Year 2025 Operating and Administrative Budget	
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9.	<b>Summary of Deputy Director, Board Evaluation for CY2024</b> .....	73 - 115
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**V. GENERAL DISCUSSION / ANNOUNCEMENTS**

1. Next proposed scheduled Board Meeting: Tuesday, October 15, 2024  
@ 12:00 p.m.

**VI. ADJOURNMENT**



### Guam Solid Waste Authority Board of Directors Regular Meeting Thursday, September 19, 2024 – 1:00 PM (ChST) Join Zoom Meeting

Link: <https://zoom.us/j/9140408814?pwd=TjZ3U0dHSVd0ajlKRjBhcWFrc1ZYz09>  
Meeting ID: 914 040 8814 Passcode: 777546

THE GUAM SOLID WASTE AUTHORITY BOARD OF DIRECTORS WILL HAVE A BOARD MEETING SEPTEMBER 19, 2024 AT 1:00 PM. THE MEETING WILL BE CONDUCTED VIA ZOOM.

#### AGENDA:

- I. CALL TO ORDER; II. ROLL CALL; III. DETERMINATION OF PROOF OF PUBLICATION; IV. APPROVAL OF AGENDA ITEMS; V. APPROVAL OF MINUTES; VI. REPORTS A. MANAGEMENT REPORTS I. OPERATIONAL UPDATE II. FINANCIAL UPDATE B. LEGAL COUNSEL'S REPORT C. COMMITTEE REPORTS II. GENERAL MANAGER EVALUATION VII. UNFINISHED BUSINESS A. ISLAND WIDE TRASH COLLECTION INITIATIVE B. ORDOT POST CLOSURE PLAN UPDATE I. FEDERAL RECEIVERSHIP UPDATES / INFORMATION C. LAYON CELLS 1 AND 2 CLOSURE D. RATE CASE WITH PUBLIC UTILITIES COMMISSION VIII. NEW BUSINESS A. GSWA BOARD RESOLUTION 2024-014 RELATIVE TO APPROVING THE CREATION OF POSITION FOR SOLID WASTE DISPATCHER IX. COMMUNICATIONS AND CORRESPONDENCE X. PUBLIC FORUM – MEMBERS OF THE PUBLIC MUST CONTACT GSWA TO BE PLACED ON THE AGENDA IF THEY WISH TO ADDRESS THE BOARD. XI. NEXT MEETING XII. ADJOURN

Access live stream of the meeting on GSWA website: <https://www.gswa.guam.gov/>

For more information, please contact GSWA Admin at [keilani.mesa@gswa.guam.gov](mailto:keilani.mesa@gswa.guam.gov) or 671-646-3215. Persons needing telecommunication device for the Hearing/Speech Impaired (TDD) may contact 671-646-3111. This advertisement was paid for by GSWA.



## 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)



Joshua F. Tenorio  
Lieutenant Governor of Guam

Loures A. Leon Guerrero  
Governor of Guam

### Board of Commissioners Meeting Tuesday, September 24, 2024 at 12:00 PM. This meeting is open to the public via Zoom.

Topic: GHURA BoC meeting, Tuesday, Sept. 24, 2024, 12PM  
Time: Sep 24, 2024 12:00 PM Guam, Port Moresby

Join Zoom Meeting  
<https://us06web.zoom.us/j/89470348252?pwd=f0ejAf4NGFyqLk5iW7Pvb6iIMRwAn0.1>

Meeting ID: 894 7034 8252  
Passcode: 682781

Watch YouTube Live Stream  
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#### AGENDA:

- I. ROLL CALL
- II. BOARD MEETING PUBLIC ANNOUNCEMENTS
- III. APPROVAL OF PREVIOUS BOARD MINUTES – August 13, 2024  
August 30, 2024
- IV. NEW BUSINESS
  - 1. Resolution No. FY2024-022; Resolution approving the Fiscal Year 2025 Operating Budgets for Public Housing Asset Management Projects (AMP) GQ001000001, GQ001000002, GQ001000003 and GQ001000004
  - 2. Resolution No. FY2024-023; Resolution approving the Fiscal Year 2025 Operating and Administrative Budget
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  - 4. Intent of Award; IFB GHURA-24-009; Grounds Maintenance for GHURA Properties
  - 5. Intent of Award; IFB GHURA-24-10; Security Alarm Monitoring and Roving Services
  - 6. Intent of Award; IFB GHURA-24-11; Rehabilitation of the Agana Heights Fourplex
  - 7. Intent of Award; IFB GHURA-24-12; Rehabilitation of Bradley Building
  - 8. Intent of Award; IFB GHURA-24-13; Office Cubicle and Carpet Replacement
  - 9. Summary of Deputy Director, Board Evaluations for CY2024
  - 10. Summary of Executive Director, Board Evaluations for CY2024
- V. GENERAL DISCUSSION / ANNOUNCEMENTS
  - 1. Next proposed scheduled Board Meeting – Tuesday, October 15, 2024 @ 12:00 p.m.
- VI. ADJOURNMENT

The complete Board packet may be viewed on our 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.



### Guam Community Health Centers Board of Director's Meeting Thursday, September 19, 2024, at 10:00am at 155 Hesler Place, Hagatna, Guam



Livestream on Guam <https://www.facebook.com/profile.php?id=61550963051973>

#### AGENDA

- I. Call to Order
- II. Review and Approval of Minutes
- III. Public Forum
- IV. Old Business
  - A. Operations Report
    - 1. Recruitment of CEO and other vacancies
    - 2. Procurement
    - 3. Patient Encounter Report and Unduplicated Patients to Date.
  - B. Update on EHR
  - C. Policies and Procedures Updates
- V. Projects, Activities and events for the month
  - A. Grants
    - 1. SAC Grant due 9/24/2024
    - 2. No Cost Extension for ARPA Grants
  - B. Task Force for Greater Autonomy
    - 1. Amendment to PL 10 GCA Chapter 3 Article 8 Community Health Centers Program
  - C. HRSA Approval of GUAM CHC as National Health Service Corp Site
  - D. September Outreach
- VI. Chief Medical Director's Report
  - A. Provider Contracts
  - B. QA/QI
    - 1. Incident Reports
    - 2. Peer Review
- VII. NEW BUSINESS
  - A. Board Membership Application- Edward Han
  - B. Advocacy Center of Excellence (ACE)
  - C. NACHC Membership Application- (change in rates-savings)
  - D. National Primary Care Week October 6-12, 2024
  - E. Co-Applicant agreement
  - F. Board Bylaws
  - G. Articles of Incorporation
- VIII. Business and Finance Report
- IX. Treasurer's Report
- X. Travel
- XI. Announcements/Open Discussion
- XII. Next Meeting
- XIII. Adjournment

For special accommodations, please call 671 635-7447.  
This ad is paid by the GCHC Program Income, DPHSS

## THE GUAM PUBLIC UTILITIES COMMISSION NOTICE OF PUBLIC MEETING

NOTICE IS HEREBY GIVEN that the Guam Public Utilities Commission [PUC] will conduct a special business meeting, commencing at 6:30 p.m. on **Thursday, September 24, 2024** at the seventh floor of the GCIC Building, 414 Soledad Avenue, Suite 703, Hagåtña, Guam.

The following business will be transacted:

#### AGENDA

- 1. Call to Order
- 2. Guam Waterworks Authority
  - GWA Docket 24-05, In Re: Petition to Approve GWA's FY2025-2029 Five-Year Financial Plan and Rate Increases
- 3. Adjournment.

Further information about the meeting may be obtained from the PUC's Administrator Lou Palomo at 472-1907. Those persons who require special accommodations, auxiliary aids, or services to attend the meeting should also contact Ms. Palomo.

This Notice is paid for by the Guam Public Utilities Commission.



### Kumision Inangokkon Tano' CHamoru (CHamoru Land Trust Commission)



#### CHamoru Land Trust Commission Regular Board Meeting Thursday, September 19, 2024 at 1:00PM

CHamoru Land Trust Conference Room, 590 S. Marine Corp Drive ITC Building, Suite 223, 2nd Floor Tamuning, Guam. Public Comments may be made at [cltc.admin@cltc.guam.gov](mailto:cltc.admin@cltc.guam.gov) To view the meeting virtually, log on to GovGuam Live-YouTube or CLTC's Facebook page or Google Meet joining info Video call link: <http://meet.google.com/ktt-nzjj-dve>

#### AGENDA

- I. Call to Order – Certification of a Quorum Present
- II. Certification – Public Notice Requirements
  - a. Guam Daily Post (9/12/2024 and 9/17/2024)
  - b. Guam Public Notice Website (<https://notices.guam.gov>)
  - c. CLTC Facebook Page
- III. Approval of Minutes - February 22, 2024  
March 21, 2024  
April 03, 2024
- IV. Administrative Directors Report
- V. Old Business
  - a. Acting Administrative Director, Joseph B. Cruz Jr. -Detail
  - b. Global Recycling
  - c. MedPharm
  - d. Tata Communications
  - e. Bill 334-37 - Removing Legal Clouds on Existing Leases
  - f. Lot 7161 - R1
- VI. New Business
  - a. Residential and Agriculture Lots to be leased
- b. Land Registration
- c. Approval of Updated Agriculture and Residential Lease Templates
- d. Updated Applicant/Lessee Successor Designation Form
- VII. Constituent Matters
  - a. Ernie SN Aguon
  - b. Doris Carriaga Charfauros
  - c. Rosita Elaine Mesa
  - d. Rita Babauta Quitugua
  - e. Shawn Mendiola Quintanilla
  - f. Annatasha Carlette Flores Castro
  - g. Janet Marie Nangauta
  - h. Michael Adrian Guzman
- VIII. Public Comment(s)
- IX. Next Meeting - Thursday, October 17, 2024 at 1:00PM, CLTC Conference Room Suite 223, 2nd Floor, ITC Building, Tamuning, Guam
- X. Adjournment

In compliance with the Americans with Disabilities Act, individuals requiring special accommodations or services should contact Dexter Tan, (671) 300-3296 x204 email; [dexter.tan@cltc.guam.gov](mailto:dexter.tan@cltc.guam.gov)

This ad is paid for by CLTC funds



## THE GUAM PUBLIC UTILITIES COMMISSION NOTICE OF PUBLIC MEETING

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**This Notice is paid for by the Guam Public Utilities Commission.**



## GUAM MEMORIAL HOSPITAL AUTHORITY ATURIDÁT ESPETÁT MIMURIÁT GUAHÁN



### Board of Trustees Meeting

Date: **Tuesday, September 24, 2024**  
 Time: **5:00 p.m.**  
 Meeting will take place via Zoom Video Conferencing.  
 Meeting ID: **889 2761 9303**  
 Passcode: **907879**

### AGENDA:

I. Call Meeting to Order and Determination of Quorum; II. Open Government Compliance: A. Publication, September 17, 2024, B. Publication, September 22, 2024, C. GovGuam Notices Portal & Website Posting; III. Approval of the Minutes: A. August 28, 2024; IV. Old Business: None; V. New Business: Please see Board Subcommittee Reports; VI. Management's Report; VII. Guam Memorial Hospital Volunteers Association Report; VIII. Board Subcommittee Reports: A. Joint Conference and Professional Affairs: 1. Res. 2024-55, Relative to the Appointment of Active Associate Medical Staff Privileges; 2. Emergency Medicine Department Rules and Regulations 1. Section IX: Physician Assistant (Scope of Practice) and Delineation of Privileges Form-Urgent Care-Fast Track Physician Assistant Privileges; 3. CY2023 Strategic Goal 5: Engage Physicians; B. Human Resources: 1. GFT and GMHA Collective Bargaining Agreement; 2. Res. 2024-57, Relative to the Appointment of the Guam Memorial Hospital Authority's ("GMHA") Infection Preventionist; 3. Res. 2024-58, Relative to the Appointment of the Guam Memorial Hospital Authority's ("GMHA") Director of Pharmacy; 4. Res. 2024-59, Relative to the Appointment of the Guam Memorial Hospital Authority's ("GMHA") Director of Respiratory Care Services; 5. Res. 2024-60, Relative to the Appointment of the Guam Memorial Hospital Authority's ("GMHA") Antibiotic Stewardship Program Leader; 6. CY2023 Strategic Goal 4: Engage the Healthcare Workforce; C. Facilities, Capital Improvement Projects, and Information Technology: 1. Critical Infrastructure Projects (\$20M ARPA Funding); 2. Annual Evaluations for Management Programs (2023); 3. CY2023 Strategic Goal 2: Enhance Infrastructure & Technology; D. Quality and Safety: 1. CY2023 Strategic Goal 3: Transform Healthcare Services; E. Finance and Audit: 1. Res. 2024-56 Relative to Approving Ninety-Four (94) New Fees and One Hundred Sixty (160) Fee Schedule Updates; 2. CY2023 Strategic Goal 1: Achieve Financial Viability; F. Governance, Bylaws, and Strategic Planning: 1. Res. 2024-61, Relative to the Approval of the Revised Policy A-100 Mission Statement; 2. GMHA Bylaws of the Board of Trustees (Updated); 3. CY2023 Strategic Goal 6: Engage & Partner with the Community; IX. Public Comment; X. Adjournment

For special accommodations, please contact Theo Pangelinan, EEO Officer, at (671) 647-2104, Monday through Friday from 8:00 a.m. to 5:00 p.m.

/s/ Lillian Perez-Posadas, MN, RN  
Hospital Administrator/CEO

*This advertisement is paid with government funds by the GMHA.*



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### BROOKS CONCEPCION LAW, P.C.

247 Martyr Street, Ste. 101  
Hagåtña, Guam 96910  
(671) 472-6848  
(671) 477-5790

Attorneys for Petitioner

### IN THE SUPERIOR COURT OF GUAM

IN THE MATTER OF THE ESTATE  
OF  
FRANCISCO LEON GOGUE,  
Deceased.

PROBATE CASE NO: PR0184-23

### NOTICE OF HEARING ON PETITION FOR LETTERS OF ADMINISTRATION

NOTICE IS HEREBY GIVEN that Petitioner, Georgette Bello Concepcion has filed a Petition for Letters of Administration upon the Estate of Decedent, Francisco Leon Gogue, reference to which Petition is hererby made for further particulars.

A hearing on the Petition for Letters of Administration is set for October 03, 2024, at 11:00 a.m. in the courtroom of the Superior Court of Guam, Hagåtña, Guam.

All persons interested are hereby notified to appear at the time and place set for said hearing and show cause, if any, they have, why the Petition should not be granted.

By: TERENCE M. BROOKS, ESQ  
Attorney for Petitioner

Zoom Info:  
Meeting ID: 752 425 5848  
Passcode: JARB

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Loures A. Leon Guerrero  
Governor of Guam

## 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)



Joshua F. Tenorio  
Lieutenant Governor of Guam

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Meeting ID: 894 7034 8252  
Passcode: 682781

Watch YouTube Live Stream  
<https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag>

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*This advertisement was paid for by GHURA.*

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**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., August 13, 2024  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
AGENDA**

**I. CALL TO ORDER**

After notice was duly given, 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 **12:06 P.M., Tuesday, August 13, 2024**, at the GHURA Sinajana Main Office, 1st floor Conference room. Vice 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/83245154191?pwd=Cl1jyXYcJz8jEIPUakZF4brDWseE1W.1">https://us06web.zoom.us/j/83245154191?pwd=Cl1jyXYcJz8jEIPUakZF4brDWseE1W.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>*There were no virtual attendance requests.</i>		
<b>GHURA Management/ Staff</b>	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/> Fernando B. Esteves, Deputy Director <input type="checkbox"/> Audrey Aguon, Special Assistant <input checked="" 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, Procurement <input checked="" type="checkbox"/> Pearly Mendiola, GT Manager <input type="checkbox"/> Nicole Alejandro <input type="checkbox"/> Michael Racuyal <input type="checkbox"/> Maria Cherry Canete <input type="checkbox"/>	Julie Lujan, MIS Administrator <input type="checkbox"/> Sonny Perez, AE Manager <input type="checkbox"/> Norma San Nicolas <input checked="" type="checkbox"/> Narcissa Ada, AMP1 Manager <input checked="" type="checkbox"/> Gina Cura, AMP2 Manager <input checked="" type="checkbox"/> Patrick Bamba, AMP3 Manager <input type="checkbox"/> Philomena San Nicolas, AMP4 Manager <input checked="" type="checkbox"/> Jolyn Terlaje <input type="checkbox"/> Miguel Fernandez <input type="checkbox"/> Ervin Santiago <input type="checkbox"/> Patrick Luces <input type="checkbox"/>	
<b>Legal Counsel</b>	Eliseo M. Florig, GHURA's Legal Counsel <input checked="" type="checkbox"/>		
<b>Public</b>	None indicated		

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

1<sup>st</sup> Printing – Tuesday, August 6, 2024

2<sup>nd</sup> Printing – Sunday, August 11, 2024

ACKNOWLEDGED BY VICE CHAIRMAN SANCHEZ

**III. APPROVAL OF PREVIOUS BOARD MINUTES:** [304/24] Commissioner Rice moved to approve the board meeting minutes of July 23, 2024, subject to corrections. There were no objections by the other board members. Motion passed unanimously.

**IV. NEW BUSINESS:**

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Intent of Award-RFP GHURA-24-004; Professional Services Installation of Security Cameras</p>	<p>[305/24] Executive Director Napoli requested to have line-item number 1, Intent of Award RFP GHURA-24-004; Professional Services of Installation of Security, TABLED.</p>	<p>[306/24] Vice Chairman Sanchez approved the request to table line-item number 1, Intent of Award RFP GHURA-24-004; Professional Services Installation of Security Cameras. There were no objections by the other board members.</p>
<p>2. Resolution No. FY2024-021,</p>		

AGENDA ITEM	DISCUSSION	ACTION
<p><b>Resolution approving the Write-off Tenant Accounts Receivable</b></p>	<p>[307/24] Executive Director Napoli read Resolution No. FY2024-021, approving the Write-Off Tenant Accounts Receivable on pg. 1 of 13 in the board packet. She also stated the following:</p> <ul style="list-style-type: none"> <li>• The packet included the recommended write-off accounts tenant receivables for each AMP location.</li> <li>• Per a previous request to show a five-year trend, the write-offs report fiscal years 2019 to 2024.</li> </ul> <p>Before further discussions on the write-offs, Mr. Eliseo Florig, GHURA’s legal counsel, advised that all personal information inadvertently placed on the chart provided for board review, be redacted before being put on record.</p> <p>Commissioner Delia asked the Asset Management Properties (AMP) managers what their challenges were in collecting the fees owed by the tenants</p> <p>Regarding AMP3, Mr. Patrick Bamba, AMP3 manager stated the following challenges:</p> <ul style="list-style-type: none"> <li>• Payments are done digitally through a software called Rent Pay</li> <li>• Some tenants have defaulted on monthly payments, have had their utilities disconnected, have voluntarily moved, have unreported income, or have died.</li> <li>• Staff has made various attempts at informing tenants through home visits to deliver notices of account receivable or via telephone with no success at collection.</li> <li>• Some tenants have defaulted on promissory notes.</li> </ul> <p>Mrs. Nancy Ada, AMP1 manger, indicated the following challenges:</p> <ul style="list-style-type: none"> <li>• Difficulty in collecting accumulated rent from the families with ITVS at the time that the family vacates the unit.</li> </ul>	



AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>Managers encourage the tenants to pay rent timely to avoid an accumulation. Otherwise, it would be difficult for a family to re-enter the program at a later time.</li> </ul> <p>Executive Director Napoli indicated that GHURA's Accounts Receivable list is sent to the Department of Revenue and Taxation to collect any tax refunds if there are monies owed.</p> <p>Ms. Philly San Nicolas, AMP4 manager, added that collections also include all adult family members who have signed a lease and have lived in the unit with the head of household.</p> <p>Commissioner Delia asked where the payments are applied if the accounts are written off. Ms. San Nicolas indicated that the accounts are written off on GHURA's TAR accounts, but if a balance remains on the account, the balance will continue to reflect on the TAR account. If a tenant wants to return to the program in the future, that tenant will have to clear the balance completely before being accepted back into the program.</p> <p>Mrs. Frances Danieli, GHURA Controller, stated that Fiscal's write off process on GHURA's general ledgers may include one of two methods. Method one is a Direct Write-off and the other is the Allowance Method. GHURA uses the Allowance Method, where the balance is transferred from the Tar account (rent) onto collection loss. Fiscal basically is accounting and recording an allowance for bad debts. The financial statement will then reflect the AR then minus the contra account of allowance for doubtful account. Fiscal also debits a bad debt expense account.</p> <p>Commissioner Corpus asked how effective the Department of Revenue and Taxation is at collections and what happens to the uncollected balances and how are they being recorded. Mrs. Danieli stated that GHURA has collected over \$60,000 with the assistance of DRT, so it has</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>been effective. However, if the board requests more detailed information on the accounts receivable processes, another chart with more detailed information may be created for the board.</p> <p>Vice Chairman Sanchez inquired about the timeframe of the collection of the \$60,000 by DRT. Mrs. Danieli indicated that the timeframe, depending on DOA's processes, it takes about three weeks to a month and only pertained to tax refunds. She added that she believed that approval was made to garnish tax refunds.</p> <p>Commissioner Torres asked about other collection efforts by GHURA. Mr. Bamba indicated that the collection begins in-house via certified mail. Many of the tenants receive the letters, but do not respond accordingly or not at all. He added that the processes GHURA follows is that fourteen days after payment is due, a letter is sent to the tenant requesting that the tenant see a GHURA staff to arrange payment in full or through the execution of a promissory note. If payment still is not made, in full or arranged via partial payments, then a termination letter is issued. Every case differs and each one is treated as a case by case. Sometimes GHURA receives payments and sometimes it does not. He added that after the initial letter is issued the tenant has ninety days to make payments.</p> <p>Director Napoli indicated that the other challenge in terminating those with past due rents is that GHURA does not want to add the homelessness situation. At the request of HUD, GHURA has had to try to find as many ways possible to assist tenants at paying down rent balances before deciding to terminate.</p> <p>Commissioner Delia inquired about why some balances were so high.</p> <p>Mrs. Gina Cura, AMP2 manager, added that some of the reasons for the high rent balances may represent unreported income, failure to</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>make payments under an executed promissory note, or the process of waiting through the grievance process. All the amounts after the debts have aged over the sixty days are the amounts that are brought to the finance division and requested to be written off.</p> <p>Commissioner Delia inquired about whether the GHURA staff or managers have assisted the tenants with federal programs that may help with paying the balances. Mr. Bamba stated that in some cases, tenants have been forwarded to programs like Emergency Rental Assistance (ERA) to seek assistance for rental payments. However, when the program ends and the source of payments cease, the tenants face the same problems. Commissioner Delia asked if those tenants were offered counseling. Mr. Bamba confirmed this and stated that the AMPs are transitioning to a Public Housing specific counseling program headed by their program coordinator.</p> <p>Vice Chairman Sanchez asked the AMP managers what the most pervasive challenges are being encountered collectively. Mrs. Ada stated that collectively, the AMP tenants may experience financial struggles at paying their utility bills as the costs of utility rates are quite high. She also added that more education is needed to prepare the families on the daily living in public housing units.</p> <p>Vice Chairman Sanchez expressed his concerns with the number of write-off accounts presented and requested that the managers let the board know how they can assist, in addition to what the AMPs are already doing, at decreasing the collections substantially. He also requested clarification on the terms “Unit Issues” and “Multiple Unit Damages caused by the tenant?” Mrs. Norma San Nicolas, Section 8 administrator, stated that one example of “Unit Issues” would be unauthorized tenancy by other people. Mrs. Narcissa Ada, AMP1</p>	



AGENDA ITEM	DISCUSSION	ACTION
	<p>manager, indicated that her tenant wanted a larger unit.</p> <p>Vice Chairman Sanchez thanked the AMP managers for their attendance and input.</p> <p>There were no further discussions.</p>	<p><b>[308/24] Commissioner Delia moved to approve Resolution No. FY2024-021, to Write-off Tenant Accounts Receivables in the total amount of \$95,985.01. Mr. Eliseo Florig, GHURA’s Legal Counsel, added that stating the total amount would suffice as the individual AMP amounts are enumerated in the resolution. Resident Commissioner Corpus seconded the motion. There were no objections by the other board members. Motion passed unanimously.</b></p>

**V. EXECUTIVE DIRECTOR’S REPORT:**

AGENDA ITEM	DISCUSSION	ACTION
<p><b>Executive Director Report</b></p>	<p><b>[309/24] Executive Director Napoli stated the following:</b></p> <ul style="list-style-type: none"> <li>• GHURA’s FY2023 Audit completed in June <ul style="list-style-type: none"> <li>○ Article in the Guam Daily Posted headlined, “GHURA Gets Clean Financial Audit, But Some Costs Questioned”</li> <li>○ In prior years, auditor (Ernst &amp; Young) presented the audit to the board to answer any questions regarding the report.</li> <li>○ Auditor due to present to the board at a September BoC meeting.</li> </ul> </li> <li>• June 28, 2024, Governor Leon Guerrero issued Executive Order No. 2024-02 relative to Establishing the Attaining Housing Commission consisting of designees from: GHC, GEDA, GHURA, DPW, OHAPP, GEPA, CLTC, GWA, and DLM. <ul style="list-style-type: none"> <li>○ Chairman Rob San Agustin, OHAPP Director</li> <li>○ Vice Chairwoman Elizabeth Napoli, GHURA Executive Director</li> </ul> </li> <li>• June 21, 2024, Mark Chandler, Director of CPD Honolulu office, sent a 45-day notice to Governor Leon Guerrero regarding timely expenditure of CDBG Funds. He indicated the following: <ul style="list-style-type: none"> <li>○ Guam was on track to meet CDBG timeliness on Aug. 2, 2024.</li> <li>○ HUD considers an insular area grantee compliant if 60 days prior to the end of its program year, there are no more than 2.00 times its</li> </ul> </li> </ul>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>annual grant remaining in the line of credit.</p> <ul style="list-style-type: none"> <li>○ Guam was non-compliant with CDBG timeliness on Aug., 2, 2022 at 3.18 annual grant and in Aug. 2, 2024 at 3.17 annual grant</li> <li>○ If Guam’s expenditure ratio exceeded 2.00 on Aug. 2, 2024, it would be under the sanctions policy with a grand reduction and an informal consultation with HUD.</li> <li>○ Official letter confirming GHURA’s timeliness ratio for August 2, 2024 is forthcoming.</li> </ul> <ul style="list-style-type: none"> <li>● Ms. Katherine Taitano, Chief Planner, stated there have been a lot of forward movement with the funds from HUD for the acquisition of properties and added the following: <ul style="list-style-type: none"> <li>○ The changes in the development and construction environment were a learning curve.</li> <li>○ Timelines for finishing projects were longer</li> <li>○ Costs of construction and the level of detail put into the process has yielded a great deal of knowledge.</li> <li>○ GHURA has gone into the acquisition of affordable housing and working to rehabilitate those projects</li> <li>○ Under the guidance of HUD, GHURA has managed to procure Guam’s Bed for a Night shelter and another property to assist the homeless.</li> </ul> </li> </ul>	



AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>○ GHURA continues to work closely with its subrecipients.</li> <li>○ COVID monies and regular funds were competing to get out into the communities which greatly affected spending timelines.</li> <li>○ GHURA continues to move forward with its goals and objectives and now has a clearer understanding of how construction projects have changed.</li> <li>● July 17, 2024- Jocelyn Doane, new HUD Honolulu Field Director <ul style="list-style-type: none"> <li>○ She visited GHURA and met with Director Napoli, Deputy Director Esteves, and CD manager, Jo Lyn Terlaje.</li> <li>○ GHURA’s meeting with HUD was an opportunity to connect with HUD and learn more about it and to build upon the great relationships it has with the HUD Honolulu Field Office.</li> </ul> </li> <li>● July 29-August 2, 2024- HUD CPD Office scheduled an FY2024 Risk-based Technical Assistance (RBTA) for the CDBG and HOME programs and was conducted by Ms. Rebecca Borja. <ul style="list-style-type: none"> <li>○ RBTA is offered as an alternative to compliance monitoring.</li> <li>○ RBTA’s primary purpose is to facilitate clean-up and resolution of outstanding issues and findings, to proactively improve</li> </ul> </li> </ul>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>grantee performance, and/or to assist grantees in the CPD Program design and implementation.</p> <ul style="list-style-type: none"> <li>○ Goal is for a more flexibly managing risk and to provide customer service to Guam, the grantee.</li> <li>○ Exit conference was held on August 2, 2024 and provided the overview and preliminary results of the RBTA.</li> <li>○ A letter summarizing the outcomes achieved and any issues or opportunities for improvement identified as a result of the RBTA will be provided within sixty days after conclusion.</li> </ul> <ul style="list-style-type: none"> <li>• July 30, 2024- GHURA received notice that HUD CPD Management will conduct an on-site visit to Guam and the CNMI to provide technical assistance (TA). Team will include Mr. Mark Chandler, HUD Honolulu Field Office and Mr. Rufus Washington, CPD Regional Director. Scheduled visits will include Governor Leon Guerrero, PHA Board members, CPD Program managers, and staff.</li> <li>• August 19-23, 2024- Deputy Director Fernando Esteves was invited to attend the FEMA Region 9 Pacific Partnership meeting in Maui, Hawaii.</li> <li>• GHURA will be presenting the FY2025 budget to the BoC's review and approval in September.</li> <li>• September 1, 2024- GovGuam Labor Day Picnic 2024 at Ypao</li> </ul>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>Beach Park, Tumon, Guam. Details forthcoming and the board is invited to attend.</p> <ul style="list-style-type: none"> <li>• Mr. Sonny Perez, AE manager, and staff attended a Solar forum</li> <li>• Ms. Katherine Taitano and staff attended the Annual Planners Symposium</li> <li>• More CDBG GHURA staff to be attending training off-island in October.</li> </ul>	<p><b>No Action taken.</b></p>

**VI. GENERAL DISCUSSIONS / ANNOUNCEMENTS:**

AGENDA ITEM	DISCUSSION	ACTION
<p><b>1. HR Item: Executive Management Annual Performance evaluations</b></p>	<p><b>[310/24] Dr. Kim Bersamin, HR administrator, stated the following:</b></p> <ul style="list-style-type: none"> <li>• For Executive Director Elizabeth F. Napoli, four out of six evaluations have been submitted. Two are pending.</li> <li>• For Deputy Director Fernando B. Esteves, three out of six have been submitted. Three are pending.</li> <li>• Dr. Bersamin indicated that she will send reminders regarding the pending Performance evaluations.</li> <li>• Reminder that the deadline to complete the Ethics Training course is September 30, 2024.</li> </ul>	<p><b>No Action taken.</b></p>



AGENDA ITEM	DISCUSSION	ACTION
2. Next proposed scheduled Board meeting: Tuesday, September 10, 2024 @12PM	[311/24] Vice Chairman Sanchez requested that the Board of Commissioners confirm their availability for the next scheduled board meeting via email.	No Action Taken

**VII. ADJOURNMENT:**

AGENDA ITEM	DISCUSSION	ACTION
		[312/24] Commissioner Rice moved to adjourn the August 13, 2024, GHURA BoC meeting. Commissioner Delia seconded the motion. There were no objections. Meeting adjourned at 1:26PM

SEAL

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

Date \_\_\_\_\_



**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., August 30, 2024  
GHURA's Main Office (via Zoom)  
1st floor, Conference Room, Sinajana  
AGENDA**

**I. CALL TO ORDER**

After notice was duly given, 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 **12:02 P.M., Tuesday, August 30, 2024**, at the GHURA Sinajana Main Office, 1st floor Conference room. Vice 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/83245154191?pwd=Cl1jyXYcJz8jEIPUakZF4brDWseE1W.1">https://us06web.zoom.us/j/83245154191?pwd=Cl1jyXYcJz8jEIPUakZF4brDWseE1W.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	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Nate Sanchez, Vice Chairman	Virtual <input type="checkbox"/>	In-Person <input type="checkbox"/>
	Anisia Delia, Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Emilia Rice, Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Victor Torres, Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Karl Corpus, Resident Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	<i>*There were no virtual attendance requests.</i>		
<b>GHURA Management/ Staff</b>	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/>	Julie Lujan, MIS Administrator <input type="checkbox"/>	
	Fernando B. Esteves, Deputy Director <input type="checkbox"/>	Sonny Perez, AE Manager <input type="checkbox"/>	
	Audrey Aguon, Special Assistant <input checked="" type="checkbox"/>	Norma San Nicolas <input type="checkbox"/>	
	Frances Danieli, Controller <input checked="" type="checkbox"/>	Narcissa Ada, AMP1 Manager <input type="checkbox"/>	
	Katherine Taitano, RP&E Chief Planner <input type="checkbox"/>	Gina Cura, AMP2 Manager <input type="checkbox"/>	
	Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/>	Patrick Bamba, AMP3 Manager	
	Antonio Camacho, Procurement <input checked="" type="checkbox"/>	Philomena San Nicolas, AMP4 Manager <input checked="" type="checkbox"/>	
	Pearly Mendiola, GT Manager <input type="checkbox"/>	Jolyn Terlaje <input type="checkbox"/>	
	Nicole Alejandro <input type="checkbox"/>	Miguel Fernandez <input type="checkbox"/>	
	Michael Racuyal <input type="checkbox"/>	Ervin Santiago <input type="checkbox"/>	
	Maria Cherry Canete <input type="checkbox"/>	Patrick Luces <input checked="" type="checkbox"/>	
<b>Legal Counsel</b>	Eliseo M. Florig, GHURA's Legal Counsel <input checked="" type="checkbox"/>		
<b>Public</b>	None indicated		

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

1<sup>st</sup> Printing – Friday, August 23, 2024

2<sup>nd</sup> Printing – Wednesday, August 28, 2024

ACKNOWLEDGED BY Chairman Rivera

**III. APPROVAL OF PREVIOUS BOARD MINUTES:** [313/24] Executive Director Napoli requested to table the board meeting minutes of August 13, 2024. There were no objections by Chairman Rivera or the other board members.

**IV. OLD BUSINESS:**

AGENDA ITEM	DISCUSSION	ACTION
<p><b>1. Intent of Award-RFP GHURA-24-004; Professional Services Installation of Security Cameras</b></p>	<p><b>[314/24] Executive Director Napoli stated the following:</b></p> <ul style="list-style-type: none"> <li>• GHURA received \$250,000 in grant funding under the FY2023 Capital Fund Emergency Safety and Security Program.</li> <li>• This item was tabled at the August 13, 2024 board meeting due to the delay in receipt of required information.</li> <li>• This grant award is to assist the authority in its efforts to ensure the health and safety of its public housing residents and to improve their quality of life.</li> <li>• The grant only provides a one-year obligation and expenditure deadline.</li> <li>• This is a pilot project for the public housing sites for future endeavors in applying for more emergency safety grants.</li> <li>• This grant helps to establish a framework for subsequent initiatives that would benefit the public housing sites by:               <ul style="list-style-type: none"> <li>○ Implementing surveillance systems to deter criminal activity;</li> <li>○ Provide a sense of security to the residents;</li> <li>○ Provide security systems and measures with the capability to record up to three months of video footage;</li> <li>○ The implementation of speed bumps;</li> <li>○ Establishing a neighborhood watch program that will lead to</li> </ul> </li> </ul>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>quicker reporting of suspicious activity and law enforcement response times;</p> <ul style="list-style-type: none"> <li>• Intent of Award RFP-GHURA-24-004 Ref: Professional Services Installation of Security Cameras: <ul style="list-style-type: none"> <li>○ Submittal was on July10, 2024 at 2PM</li> <li>○ A total of two bidders registered for the bid, were given bid specifications;</li> <li>○ Two submitted a bid.</li> <li>○ Evaluation committee evaluated both the RFPs based on the qualifying scoring factors: <ul style="list-style-type: none"> <li>➤ Experience Rating Factor 1-Organizational Background and Overall Experience- <b>50 points</b></li> <li>➤ Rating Factor 2- Overall quality and Depth of Proposal- <b>30 points</b></li> <li>➤ Rating Factor 3- Additional Information-<b>20 points</b></li> <li>➤ Total possible points- <b>100 points</b></li> </ul> </li> </ul> </li> <li>• Vendors (Bidders): <ul style="list-style-type: none"> <li>○ California Pacific Technical Services LLC, Db. CalPac- <b>Total points= 246 points</b></li> <li>○ G4S Security Systems (Guam) Inc.- <b>Total points= 216 points</b></li> </ul> </li> <li>• The GHURA mission is to provide affordable, decent, safe, and sanitary housing through the maintenance of existing units and to ensure that the facilities are safe and appealing to residents.</li> <li>• GHURA is committed to supporting its developments by providing added security measures to prevent crime</li> </ul>	



AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> <li>• GHURA anticipates that the added security measures will deter high crime activities in the developments.</li> <li>• In review of the RFP results: <ul style="list-style-type: none"> <li>○ California Pacific Technical Services, LLC. Dba CalPac had qualified based on the qualifying factors;</li> <li>○ Evaluation committee had determined to proceed with the award to California Pacific Technical Services, LLC., dba CalPac;</li> <li>○ This award is to be funded by the Emergency Safety and Security grant and the Capital Fund Program with a one-year contract term and not to exceed the total amount of \$297,513.77.</li> </ul> </li> </ul> <p>Resident Commissioner Corpus asked how the total score for each vendor exceeded the total possible score of 100. Mr. Antonio Camacho, Housing Procurement Administrator, stated that the points were computed amongst three evaluators, making the total score for California Pacific Technical Services, LLC., 246 out of a possible 300 points.</p> <p>Chairman Rivera asked if the future grants would align with the continued maintenance of the system. Mr. Camacho confirmed this.</p> <p>Chairman Rivera also inquired about the warranty on the equipment past the installation period. Mr. Patrick Luces, CFP/MOD, stated that the contract included a service contract for one year. He added that the equipment expectancy would last an average of seven years and above. However, the equipment that will be used would allow for upgrades in the future. Within the one-year period, when it is turned over to GHURA that will be the time that we will be monitoring the equipment ensuring the that everything is operable.</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>Chairman Rivera inquired about the layout of the camera systems. Mr. Luces indicated that depending on how many entrances and exits there are at each site, will determine how many cameras will be installed. High-definition cameras will be use to accurately capture images such as license plate numbers and other suspicious activities.</p> <p>Chairman Rivera inquired about whether all the GHURA sites would be covered by this grant. Mr. Luces stated that GHURA had identified five specific areas, but hopes to have more areas covered in the future. Chairman Rivera asked what the criteria was in selecting the specified sites. Mr. Luces stated that the selection was based on the information submitted by the individual sites. The sites with the highest rate of criminal activity were selected to be a part of the pilot program.</p> <p>Chairman Rivera asked how the system would run and inquired about whether a server would be attached to it, where the data would be stored, the location of the monitoring station, and what safeguards are in place to ensure privacy. Mr. Luces stated that each site will have its own server, which will be secured. He also added that to further ensure the privacy of the residents, cameras will not be facing private homes, but will be facing the street areas. Ms. Breanne Bliss, CFP/MOD, added that smaller cameras will be installed specifically to monitor the larger cameras to deter any potential vandalism. Ms. Bliss also confirmed that GHURA may apply for future funding to continue with the Emergency Safety and Security Grant.</p> <p>Commissioner Torres asked who would be monitoring the system and the system’s data. Mr. Luces indicated that a part of the contract includes the internet service agreement for one year so the company will be monitoring the process and the progress of this project. He added that the equipment provides a sixty-day</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>recording and has the capability to review and capture specific information.</p> <p>Chairman Rivera asked whether the contract contains information about the system that is proprietary that would be problematic for future vendors or supplemental systems. Mr. Luces indicated that after the one-year contract expires, the equipment will become the property of GHURA. Maintenance will then be GHURA’s responsibility so there will be no issues and future funding sources for the other sites will be operating on a brand-new contract.</p> <p>Executive Director Napoli added that the reason the contract term is for one-year is to allow the project to be out for bid. This would also give for vendors the opportunity to submit proposals.</p> <p>There were no further discussions.</p>	<p><b>[315/24] Commissioner Delia moved to approve the Intent of Award, RFP-24-2024; Professional Services Installation of Security Cameras to California Pacific Technical Services LLC, dba CalPac, for a one-year contract not to exceed the amount of \$297,513.77. Commissioner Corpus seconded the motion. There were no objections by the other board members. Motion passed unanimously for RFP-GHURA-24-004.</b></p>

**V. GENERAL DISCUSSIONS / ANNOUNCEMENTS:**

AGENDA ITEM	DISCUSSION	ACTION
<p>1. HR Item: Executive Management Annual Performance evaluations</p> <p>2. Next proposed scheduled Board meeting: Tuesday, September 24, 2024 @12PM</p>	<p><b>[316/24] Dr. Kim Bersamin, HR administrator, stated the following:</b></p> <ul style="list-style-type: none"> <li>• 100% submission of Performance Evaluations</li> <li>• HR is ready to tabulate and report to the board at the next scheduled board meeting.</li> <li>• Ethics Training is almost at 100%, but still pending one more person.</li> <li>• Will look into the Ethics Training Certificates of Completion status.</li> </ul> <p><b>[317/24] Chairman Rivera requested that the Board of Commissioners mark their calendars and confirm their availability for the next scheduled board meeting via email.</b></p> <p><b>Director Napoli invited the board to attend the Labor Day Picnic at Ypao Beach Park on Sunday, September 1, 2024.</b></p> <p><b>Commissioner Torres requested that at the Housing Symposium that GHURA is planning in December, that the military is represented as they also affect housing on Guam. Director Napoli reassured Commissioner Torres that GHURA is prepared to cover all aspects at the housing summit and added that Deputy Director Esteves is the sub-committee Co-Chairperson of the Civilian Military Coordination Council and has been working closely with the military counterparts since December 2022.</b></p> <p><b>Chairman Rivera requested that the board be kept</b></p>	<p><b>No Action taken.</b></p> <p><b>No Action taken.</b></p>

**VI. ADJOURNMENT:**

AGENDA ITEM	DISCUSSION	ACTION
		<p><b>[318/24]</b> <b>Commissioner Torres moved to adjourn the August 30, 2024, GHURA BoC meeting. Commissioner Rice seconded the motion. There were no objections. Meeting adjourned at 12:36PM</b></p>

SEAL

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

Date \_\_\_\_\_





# Guam Housing and Urban Renewal Authority

## FY 2025 Budget

### Mission Statement

#### **MISSION STATEMENT:**

“Strengthening Families and Building Communities One Project at A Time”

#### **GOALS AND OBJECTIVES:**

Public Law 6-135, GHURA’s purpose is 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 dwellings for low to moderate-income families, through all available federal and local governmental programs and through encouragement of Guam’s private enterprises to participate in the common task of improving our island community, while upholding family values.”

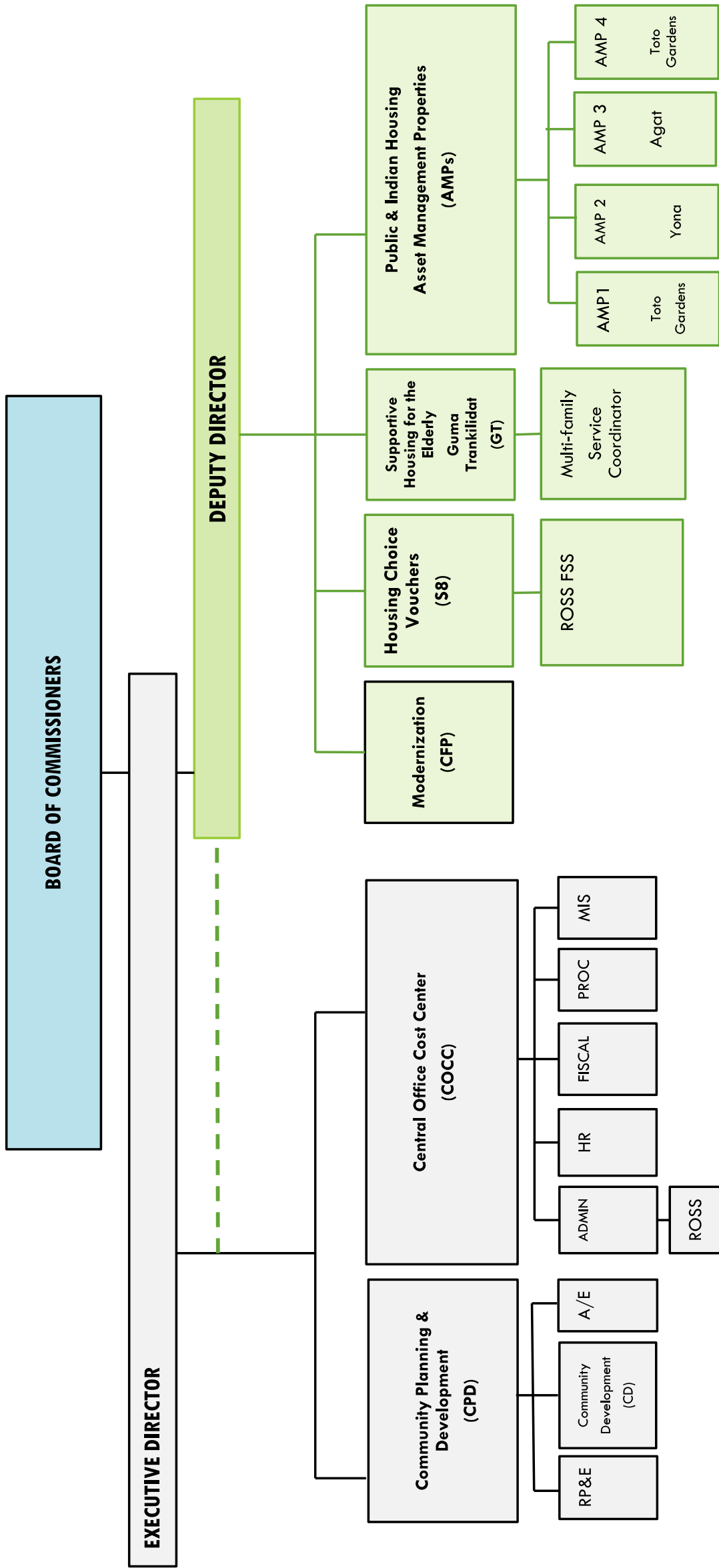
#### **GHURA’s overarching goal is:**

**Goal #1:** To provide adequate housing and community planning for those who reside in GHURA-managed housing and who participate in GHURA-supported rental and homeownership programs and activities across the island

**Goal #2:** To enable island residents to fulfill goals of securing safe, decent, and sanitary housing for themselves and their families within well-developed island communities

**Goal #3:** To create opportunities for our client’s successful participation in the workforce, and housing in the private/public sector

**Goal #4:** To actively pursue community partnerships with NGOs, government, and private entities to allow for the implementation of programs beneficial to island residents and in particular, GHURA tenants



**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Summary**

FY 2025 <b>ALL PROGRAMS</b>										
<u>Budget Category</u>	<u>Budget Line Item</u>	<u>Public and Indian Housing (AMP)</u>	<u>Housing Choice Vouchers</u>	<u>Supportive Housing for the Elderly (Guma Trankilidat)</u>	<u>Capital Fund Program (CFP)</u>	<u>Community Planning and Development Programs (CPD)</u>	<u>Central Office Cost Center (COCC)</u>	<u>Other Programs</u>	<u>Grand Total</u>	
<b>Revenue</b>	100 Operating Receipts	\$ (1,279,463)	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (1,279,463)	
	101 Administrative Fees	-	(4,164,960)	-	-	-	-	-	(4,164,960)	
	102 Interest Income	(910)	-	(100)	-	(119,473)	(179)	-	(120,662)	
	103 Other Income	(132,578)	-	(2,200)	-	(547,785)	(6,843)	(43,257)	(732,663)	
	104 Grants	-	(182,603)	(75,393)	-	(26,558,436)	-	-	(26,816,432)	
	106 Subsidies - Federal	(3,191,326)	-	(879,648)	(6,286,607)	-	-	(203,294)	(10,560,875)	
	109 Year-end Cash Balance	(4,094,444)	(128,084)	(112,148)	-	-	(1,000,000)	-	(5,334,676)	
	110 Revenue - Management Fees	-	-	-	-	-	(2,158,668)	-	(2,158,668)	
	111 Revenue - Housing Assistance Payments	-	(49,727,918)	-	-	-	-	-	(49,727,918)	
<b>Revenue Total</b>		<b>(8,698,720)</b>	<b>(54,203,565)</b>	<b>(1,069,489)</b>	<b>(6,286,607)</b>	<b>(27,225,694)</b>	<b>(3,165,690)</b>	<b>(246,551)</b>	<b>(100,896,316)</b>	
<b>Expenditures:</b>										
<b>Personnel</b>	801 Salaries and Wages	2,864,545	1,694,754	155,458	183,493	2,075,211	1,593,655	136,395	8,703,511	
	802 Overtime	95,200	-	2,400	3,000	-	67,250	-	167,850	
	803 Employee Benefits	1,948,781	1,097,875	132,646	158,016	1,099,730	846,858	40,918	5,324,624	
<b>Personnel Total</b>		<b>4,908,526</b>	<b>2,792,429</b>	<b>290,504</b>	<b>344,509</b>	<b>3,174,941</b>	<b>2,507,763</b>	<b>177,313</b>	<b>14,195,985</b>	
<b>Utilities</b>	804 Electricity	201,800	53,800	180,000	-	26,000	54,938	-	516,538	
	805 Water/Sewage	151,605	7,346	80,000	-	1,300	2,380	-	242,631	
<b>Utilities Total</b>		<b>353,405</b>	<b>61,146</b>	<b>260,000</b>	<b>-</b>	<b>27,300</b>	<b>57,318</b>	<b>-</b>	<b>759,169</b>	
<b>Travel</b>	810 Off-Island Travel	10,000	15,000	8,226	10,000	10,000	-	5,000	58,226	
<b>Contractual</b>	807 Security Deposit	-	93,581	-	-	-	-	-	93,581	
	812 Auto Maintenance	65,000	6,000	1,000	250	2,500	1,000	1,000	76,750	
	813 Auto - Gas	53,639	26,000	3,000	250	2,100	600	853	86,442	
	814 Communication	41,042	3,316	5,000	-	7,650	9,903	451	67,362	
	815 Copy Machine	13,300	12,000	-	100	2,000	2,834	-	30,234	
	816 Custodial Services	35,196	8,800	16,000	-	5,000	28,400	-	93,396	
	817 Insurance Services	114,989	6,500	6,100	-	19,200	62,000	-	208,789	
	818 Storage	-	11,000	-	-	-	2,400	-	13,400	
	820 Property Management Fee	718,560	1,046,808	48,216	-	-	-	-	1,813,584	
	821 Bookkeeping Fee	67,500	235,800	-	-	-	-	-	303,300	
	822 Asset Management Fee	90,000	-	-	63,000	-	-	-	153,000	
	824 Office Rent	-	144,359	-	-	-	-	-	144,359	
	825 Legal	11,700	10,000	3,000	250	-	-	-	24,950	
	826 Office Equipment Maintenance	-	3,000	-	-	-	-	-	3,000	
	827 Plumbing, Sewer Services	61,000	-	5,000	-	-	-	-	66,000	
	828 Professional Services	111,400	120,000	7,900	-	50,059	8,500	-	297,859	
	829 Protective Services	83,500	-	45,000	200	200	300	-	129,000	
	830 Software Maintenance	30,500	5,000	5,000	250	40,100	20,000	-	100,850	
	832 Audit	6,640	47,360	1,000	750	24,500	5,000	-	85,250	
	833 Advertising	10,800	17,600	3,200	-	32,700	25,000	-	89,300	
	850 Maintenance Contracts	328,550	-	2,000	-	6,900	-	-	337,450	
	851 Staff Training	75,000	65,000	1,020	15,000	7,500	25,000	2,500	191,020	
<b>Contractual Total</b>		<b>1,918,316</b>	<b>1,862,124</b>	<b>152,436</b>	<b>79,850</b>	<b>200,409</b>	<b>190,937</b>	<b>4,804</b>	<b>4,408,876</b>	

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Summary**

ALL PROGRAMS									
FY 2025									
<u>Budget Category</u>	<u>Budget Line Item</u>	<u>Public and Indian Housing (AMP)</u>	<u>Housing Choice Vouchers</u>	<u>Supportive Housing for the Elderly (Guma Trankilidat)</u>	<u>Capital Fund Program (CFP)</u>	<u>Community Planning and Development Programs (CPD)</u>	<u>Central Office Cost Center (COCC)</u>	<u>Other Programs</u>	<u>Grand Total</u>
<b>Equipment</b>	<b>831 Equipment</b>	<b>293,104</b>	-	<b>14,557</b>	-	<b>4,000</b>	<b>60,000</b>	<b>3,117</b>	<b>374,778</b>
<b>Other</b>	835 Collection Loss	119,000	-	-	-	-	-	-	119,000
	836 Computer Services	-	-	-	-	-	-	595	595
	839 Custodial Supplies	5,400	1,760	-	500	2,000	1,200	-	10,860
	842 Membership Dues	5,300	5,000	1,000	100	1,500	2,250	336	15,486
	843 Miscellaneous	36,300	24,500	2,035	45,000	3,715	500	52,387	164,437
	844 Office Supplies	19,000	17,100	2,600	1,000	200	5,000	2,500	47,400
	845 Ordinary Maintenance & Materials	323,902	-	10,000	-	-	-	-	333,902
	846 Office Building Repair & Maintenance	147,000	5,000	-	-	1,500	5,000	-	158,500
	847 Postage/Courier	8,160	25,000	1,300	100	200	250	-	35,030
	848 Printing	16,000	11,500	200	1,000	-	200	-	28,900
	852 Subscriptions	1,280	1,500	150	-	-	500	500	3,930
	854 Payment in lieu of taxes (PILOT)	32,808	-	-	-	-	-	-	32,808
	860 Portability Admin Fees	-	29,527	-	-	-	-	-	29,527
	862 PH FSS Expense	11,200	-	-	-	-	-	-	11,200
<b>Other Total</b>		<b>725,370</b>	<b>120,887</b>	<b>17,285</b>	<b>47,700</b>	<b>9,115</b>	<b>14,900</b>	<b>56,318</b>	<b>991,575</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	<b>490,000</b>	-	<b>200,000</b>	<b>5,804,548</b>	<b>23,799,929</b>	<b>334,772</b>	-	<b>30,629,249</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>	-	-	<b>126,480</b>	-	-	-	-	<b>126,480</b>
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>	-	<b>49,351,979</b>	-	-	-	-	-	<b>49,351,979</b>
<b>Expenditures Total</b>		<b>8,698,720</b>	<b>54,203,565</b>	<b>1,069,489</b>	<b>6,286,607</b>	<b>27,225,694</b>	<b>3,165,690</b>	<b>246,551</b>	<b>100,896,316</b>
<b>(Surplus) Deficit</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Budget Category	Budget Line Item	FY 2025					Grand Total	FY 2024 Approved Budget					Grand Total
		AMP - 1	AMP - 2	AMP - 3	AMP - 4			AMP - 1	AMP - 2	AMP - 3	AMP - 4		
Revenue	100 Operating Receipts	\$ (244,054)	\$ (202,058)	\$ (217,153)	\$ (616,198)	\$ (1,279,463)	\$ (151,657)	\$ (202,058)	\$ (217,153)	\$ (496,070)	\$ (1,066,939)		
	101 Administrative Fees	(420)	(80)	(115)	(294)	(910)	(64)	(80)	(115)	(95)	(354)		
	102 Interest Income	(54,004)	(15,433)	(36,816)	(26,326)	(132,578)	(33,744)	(15,433)	(36,816)	(26,612)	(112,605)		
	103 Other Income	(664,999)	(780,092)	(873,077)	(873,157)	(3,191,326)	(755,268)	(780,092)	(873,077)	(905,779)	(3,314,216)		
	104 Grants	(711,714)	(568,834)	(1,048,382)	(1,765,515)	(4,094,444)	(708,881)	(477,877)	(841,563)	(1,865,442)	(3,893,763)		
<b>Revenue Total</b>		<b>(1,675,191)</b>	<b>(1,566,498)</b>	<b>(2,175,543)</b>	<b>(3,281,489)</b>	<b>(8,698,720)</b>	<b>(1,649,615)</b>	<b>(1,475,541)</b>	<b>(1,968,724)</b>	<b>(3,293,999)</b>	<b>(8,387,879)</b>		
Expenditures: Personnel	801 Salaries and Wages	663,341	595,250	656,377	949,577	2,864,545	566,348	501,844	592,980	767,291	2,428,463		
	802 Overtime	25,000	30,000	25,200	15,000	95,200	25,000	25,000	25,200	15,000	90,200		
	803 Employee Benefits	424,438	386,520	489,857	647,966	1,948,781	355,386	336,112	425,397	508,508	1,625,403		
<b>Personnel Total</b>		<b>1,112,779</b>	<b>1,011,770</b>	<b>1,171,434</b>	<b>1,612,543</b>	<b>946,734</b>	<b>862,956</b>	<b>1,043,577</b>	<b>1,290,799</b>	<b>4,144,066</b>			
Utilities	804 Electricity	46,000	34,000	46,800	75,000	201,800	43,000	38,000	36,000	75,000	192,000		
	805 Water/Sewage	2,000	16,285	73,320	60,000	151,605	2,000	14,000	56,400	60,000	132,400		
<b>Utilities Total</b>		<b>48,000</b>	<b>50,285</b>	<b>120,120</b>	<b>135,000</b>	<b>353,405</b>	<b>45,000</b>	<b>52,000</b>	<b>92,400</b>	<b>135,000</b>	<b>324,400</b>		
Travel	810 Off-Island Travel	-	5,000	-	5,000	10,000	-	-	-	5,000	5,000		
Contractual	807 Security Deposit	-	-	-	-	-	-	-	-	-	-		
	812 Auto Maintenance	12,000	9,000	24,000	20,000	65,000	12,000	9,000	24,000	20,000	65,000		
	813 Auto - Gas	12,500	8,000	22,139	11,000	53,639	12,500	7,000	17,030	10,000	46,530		
	814 Communication	7,000	7,522	14,520	12,000	41,042	7,000	7,522	14,520	18,000	47,042		
	815 Copy Machine	4,000	3,000	3,600	2,700	13,300	4,000	4,600	3,181	8,520	20,301		
	816 Custodial Services	5,000	4,000	20,736	5,460	35,196	5,000	7,000	20,736	5,460	38,196		
	817 Insurance Services	13,550	26,380	35,059	40,000	114,989	13,550	22,430	35,059	35,250	106,289		
	818 Storage	-	-	-	-	-	-	-	-	-	-		
	820 Property Management Fee	151,377	156,167	186,826	224,191	718,560	145,468	152,015	171,416	213,891	682,790		
	821 Bookkeeping Fee	14,220	14,670	17,550	21,060	67,500	13,665	14,280	16,103	20,093	64,141		
	822 Asset Management Fee	18,960	19,560	23,400	28,080	90,000	18,960	19,560	23,400	28,080	90,000		
	824 Office Rent	-	-	-	-	-	-	-	-	-	-		
	825 Legal	6,000	3,000	1,200	1,500	11,700	6,000	3,000	1,200	3,000	13,200		
826 Office Equipment Maintenance	-	-	-	-	-	-	-	-	-	-			
827 Plumbing, Sewer Services	9,000	3,000	9,000	40,000	61,000	9,000	3,000	32,400	20,000	32,000			
828 Professional Services	9,000	10,000	32,400	60,000	111,400	9,000	10,000	32,400	60,000	111,400			

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Budget Category	Budget Line Item	FY 2025				FY 2024 Approved Budget				
		AMP - 1	AMP - 2	AMP - 3	AMP - 4	AMP - 1	AMP - 2	AMP - 3	AMP - 4	Grand Total
	829 Protective Services	5,000	2,000	1,500	75,000	5,000	2,000	1,200	50,000	58,200
	830 Software Maintenance	2,700	5,000	7,800	15,000	2,733	2,000	7,800	15,000	27,533
	832 Audit	1,200	2,440	3,000	3,000	1,200	2,440		3,000	6,640
	833 Advertising	1,000	2,000	4,800	3,000	1,000	2,000	4,800	3,000	10,800
	850 Maintenance Contracts	35,050	28,500	120,000	145,000	34,500	25,700	120,000	145,000	325,200
	851 Staff Training	12,000	30,000	12,000	21,000	8,000	30,000	12,000	21,000	71,000
<b>Contractual Total</b>		<b>319,557</b>	<b>334,239</b>	<b>536,530</b>	<b>727,991</b>	<b>308,576</b>	<b>323,547</b>	<b>504,845</b>	<b>679,294</b>	<b>1,816,262</b>
<b>Equipment</b>	<b>831 Equipment</b>	<b>65,002</b>	<b>28,102</b>	<b>125,000</b>	<b>75,000</b>	<b>65,002</b>	<b>20,265</b>	<b>124,703</b>	<b>185,650</b>	<b>395,620</b>
<b>Other</b>	835 Collection Loss	8,000	18,000	18,000	75,000	8,000	11,000	18,000	75,000	112,000
	836 Computer Services									
	839 Custodial Supplies	600	500	1,000	3,300	600	500		3,000	4,100
	842 Membership Dues	1,500	800		3,000	1,500	800		3,000	5,300
	843 Miscellaneous	2,500	15,800	6,000	12,000	1,500	7,800	5,400	11,600	26,300
	844 Office Supplies	4,000	5,000	6,000	4,000	3,500	5,000	6,000	3,500	18,000
	845 Ordinary Maintenance & Materials	40,000	68,902	95,000	120,000	40,000	68,123	78,000	90,000	276,123
	846 Office Building Repair & Maintenance	2,000			145,000	2,000			25,000	27,000
	847 Postage/Courier	680	2,000	1,500	4,000	630	2,500	1,440	4,000	8,570
	848 Printing	3,000	1,000	3,000	9,000	3,000	1,000	2,400	4,500	10,900
	852 Subscriptions	500	100	180	500	500	50	180	500	1,230
	854 Payment in lieu of taxes (PILOT)	2,073		579	30,156	2,073		579	30,156	32,808
	860 Portability Admin Fees									
	862 PH FSS Expense			1,200	10,000			1,200	10,000	11,200
<b>Other Total</b>		<b>64,853</b>	<b>112,102</b>	<b>132,459</b>	<b>415,956</b>	<b>63,303</b>	<b>96,773</b>	<b>113,199</b>	<b>260,256</b>	<b>533,531</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	<b>65,000</b>	<b>25,000</b>	<b>90,000</b>	<b>310,000</b>	<b>221,000</b>	<b>120,000</b>	<b>90,000</b>	<b>738,000</b>	<b>1,169,000</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>									
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>									
<b>Expenditures Total</b>		<b>1,675,191</b>	<b>1,566,498</b>	<b>2,175,543</b>	<b>3,281,490</b>	<b>1,649,615</b>	<b>1,475,541</b>	<b>1,968,724</b>	<b>3,293,999</b>	<b>8,387,879</b>
<b>(Surplus) Deficit</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -



**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Budget Category	Budget Line Item	FY 2024 Budget-to-Actual (07-31-2024)					Grand Total
		AMP - 1	AMP - 2	AMP - 3	AMP - 4	Grand Total	
Revenue	100 Operating Receipts	\$ (51,721)	\$ 33,676	\$ 36,192	\$ (17,428)	\$ 720	
	101 Administrative Fees	(286)	13	19	(150)	(404)	
	102 Interest Income	(11,259)	2,572	6,136	4,674	2,123	
	103 Other Income	-	-	-	-	-	
	104 Grants	201,102	130,015	145,513	178,148	654,778	
	106 Subsidies - Federal	(279,121)	(1,166,724)	(2,184,997)	(867,072)	(4,497,914)	
109 Year-end Cash Balance	-	-	-	-	-		
110 Revenue - Management Fees	-	-	-	-	-		
111 Revenue - Housing Assistance Payments	-	-	-	-	-		
<b>Revenue Total</b>		<b>(141,285)</b>	<b>(1,000,447)</b>	<b>(1,997,137)</b>	<b>(701,827)</b>	<b>(3,840,696)</b>	
Expenditures: Personnel	801 Salaries and Wages	26,169	(169,721)	(108,657)	121,474	(130,735)	
	802 Overtime	6,552	(8,472)	(65,762)	(27,702)	(95,384)	
	803 Employee Benefits	(237,499)	(280,875)	(238,582)	(215,742)	(972,698)	
	<b>Personnel Total</b>	<b>(204,778)</b>	<b>(459,068)</b>	<b>(413,002)</b>	<b>(121,970)</b>	<b>(1,198,817)</b>	
Utilities	804 Electricity	12,226	11,031	14,389	46,810	84,456	
805 Water/Sewage	993	6,865	22,335	27,964	58,157		
<b>Utilities Total</b>	<b>13,219</b>	<b>17,896</b>	<b>36,724</b>	<b>74,774</b>	<b>142,613</b>		
Travel	810 Off-Island Travel	-	(2,838)	-	5,000	2,162	
Contractual	807 Security Deposit	-	-	-	-	-	
	812 Auto Maintenance	11,309	2,393	21,831	17,345	52,877	
	813 Auto - Gas	8,604	4,299	20,969	4,477	38,349	
	814 Communication	(2,658)	1,422	9,795	(271)	8,287	
	815 Copy Machine	2,101	2,629	2,261	6,881	13,873	
	816 Custodial Services	2,858	3,094	12,924	1,365	20,241	
	817 Insurance Services	(20,601)	(1,696)	9,318	(10,572)	(23,551)	
	818 Storage	-	-	-	-	-	
	820 Property Management Fee	47,744	37,844	38,403	69,700	193,690	
	821 Bookkeeping Fee	4,485	3,555	3,608	6,548	18,196	
	822 Asset Management Fee	6,320	4,890	5,850	9,360	26,420	
	824 Office Rent	-	-	-	-	-	
	825 Legal	5,979	2,875	1,083	3,000	12,936	
	826 Office Equipment Maintenance	-	-	-	-	-	
827 Plumbing, Sewer Services	9,000	764	-	19,454	29,218		
828 Professional Services	8,580	9,215	31,477	56,071	105,343		
<b>Contractual Total</b>		<b>117,900</b>	<b>117,900</b>	<b>117,900</b>	<b>117,900</b>		
<b>Revenue Total</b>		<b>(1,790,899)</b>	<b>(2,475,988)</b>	<b>(3,965,861)</b>	<b>(3,995,826)</b>	<b>(12,228,574)</b>	
<b>Expenditures: Personnel</b>		<b>540,179</b>	<b>671,565</b>	<b>701,637</b>	<b>645,817</b>	<b>2,559,198</b>	
<b>Utilities</b>		<b>18,448</b>	<b>33,472</b>	<b>90,962</b>	<b>42,702</b>	<b>185,584</b>	
<b>Personnel Total</b>		<b>592,885</b>	<b>616,987</b>	<b>663,979</b>	<b>724,250</b>	<b>2,598,101</b>	
<b>Utilities Total</b>		<b>1,151,512</b>	<b>1,322,024</b>	<b>1,456,579</b>	<b>1,412,769</b>	<b>5,342,883</b>	
<b>Travel</b>		<b>30,774</b>	<b>26,969</b>	<b>21,611</b>	<b>28,190</b>	<b>107,544</b>	
<b>Contractual</b>		<b>1,007</b>	<b>7,135</b>	<b>34,065</b>	<b>32,036</b>	<b>74,243</b>	
<b>Contractual Total</b>		<b>31,781</b>	<b>34,104</b>	<b>55,676</b>	<b>60,226</b>	<b>181,787</b>	
<b>Revenue Total</b>		<b>\$ (203,378)</b>	<b>\$ (168,382)</b>	<b>\$ (180,961)</b>	<b>\$ (513,498)</b>	<b>\$ (1,066,219)</b>	
<b>Expenditures: Personnel</b>		<b>(350)</b>	<b>(67)</b>	<b>(96)</b>	<b>(245)</b>	<b>(758)</b>	
<b>Utilities</b>		<b>(45,003)</b>	<b>(12,861)</b>	<b>(30,680)</b>	<b>(21,938)</b>	<b>(110,482)</b>	
<b>Personnel Total</b>		<b>(554,166)</b>	<b>(650,077)</b>	<b>(727,564)</b>	<b>(727,631)</b>	<b>(2,659,438)</b>	
<b>Utilities Total</b>		<b>(988,002)</b>	<b>(1,644,601)</b>	<b>(3,026,560)</b>	<b>(2,732,514)</b>	<b>(8,391,677)</b>	
<b>Travel</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Contractual</b>		<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	
<b>Contractual Total</b>		<b>(1,790,899)</b>	<b>(2,475,988)</b>	<b>(3,965,861)</b>	<b>(3,995,826)</b>	<b>(12,228,574)</b>	

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Budget Category	Budget Line Item	FY 2024 Budget-to-Actual (07-31-2024)					Grand Total
		AMP - 1	AMP - 2	AMP - 3	AMP - 4	Grand Total	
Contractual Total	829 Protective Services	4,640	1,599	840	36,513	43,592	14,608
	830 Software Maintenance	(2,763)	(5,567)	678	7,290	(362)	27,895
	832 Audit	(274)	2,440	-	787	2,953	3,687
	833 Advertising	(175)	1,246	4,470	(3,807)	1,734	9,066
	850 Maintenance Contracts	14,806	4,776	74,568	65,763	159,914	165,286
	851 Staff Training	7,642	29,792	11,792	21,000	70,226	774
	<b>Contractual Total</b>	<b>107,597</b>	<b>105,571</b>	<b>249,866</b>	<b>310,904</b>	<b>773,937</b>	<b>1,042,325</b>
Equipment	831 Equipment	21,961	(19,925)	64,523	153,950	220,509	175,111
Other	835 Collection Loss	1,182	12,773	17,063	87,953	118,971	(6,971)
	836 Computer Services	-	-	-	-	-	-
	839 Custodial Supplies	166	500	-	2,655	3,321	779
	842 Membership Dues	374	800	-	1,335	2,509	2,791
	843 Miscellaneous	1,444	5,505	4,286	11,463	22,698	3,602
	844 Office Supplies	(476)	498	3,800	(1,389)	2,433	15,567
	845 Ordinary Maintenance & Materials	(26,259)	33,713	18,469	42,629	68,551	207,572
	846 Office Building Repair & Maintenance	2,000	-	-	25,000	27,000	-
	847 Postage/Courier	(50)	1,479	723	2,521	4,672	3,898
	848 Printing	1,548	1,000	1,605	2,500	6,653	4,247
	852 Subscriptions	362	(93)	9	398	676	554
	854 Payment in lieu of taxes (PILOT)	-	(10,448)	-	(21,337)	(31,785)	64,593
	860 Portability Admin Fees	(1,482)	(4,750)	1,200	2,576	(2,456)	-
	862 PH FSS Expense	(21,191)	40,976	47,154	156,304	223,243	13,656
	Other Total		208,410	120,000	91,150	581,991	1,001,551
Capital Outlays	855 Capital Outlays	-	-	-	-	-	-
Loan Payments	857 Loan Payments	-	-	-	-	-	-
Housing Assistance Payments	859 Housing Assistance Payments	-	-	-	-	-	-
Expenditures Total		125,218	(197,388)	76,414	1,160,953	1,165,197	7,222,682
(Surplus) Deficit		\$ (16,067)	\$ (1,197,835)	\$ (1,920,722)	\$ 459,126	\$ (2,675,499)	\$ (5,005,892)

**FY 2024 Actual (07-31-2024)**

Budget Category	Budget Line Item	AMP - 1	AMP - 2	AMP - 3	AMP - 4	Grand Total
Contractual Total	829 Protective Services	360	401	360	13,487	14,608
	830 Software Maintenance	5,496	7,567	7,122	7,710	27,895
	832 Audit	1,474	-	-	2,213	3,687
	833 Advertising	1,175	754	330	6,807	9,066
	850 Maintenance Contracts	19,694	20,924	45,432	79,237	165,286
	851 Staff Training	358	208	208	-	774
	<b>Contractual Total</b>	<b>200,979</b>	<b>217,977</b>	<b>254,979</b>	<b>368,390</b>	<b>1,042,325</b>
Equipment	831 Equipment	43,041	40,190	60,180	31,700	175,111
Other	835 Collection Loss	6,818	(1,773)	937	(12,953)	(6,971)
	836 Computer Services	-	-	-	-	-
	839 Custodial Supplies	434	-	-	345	779
	842 Membership Dues	1,126	-	-	1,665	2,791
	843 Miscellaneous	56	2,295	1,114	137	3,602
	844 Office Supplies	3,976	4,502	2,200	4,889	15,567
	845 Ordinary Maintenance & Materials	66,259	34,410	59,531	47,371	207,572
	846 Office Building Repair & Maintenance	-	-	-	-	-
	847 Postage/Courier	680	1,021	717	1,479	3,898
	848 Printing	1,452	795	795	2,000	4,247
	852 Subscriptions	138	143	171	102	554
	854 Payment in lieu of taxes (PILOT)	2,073	10,448	579	51,493	64,593
	860 Portability Admin Fees	1,482	4,750	-	7,424	13,656
	862 PH FSS Expense	84,494	55,797	66,045	103,952	310,288
	Other Total		12,590	-	(1,150)	156,009
Capital Outlays	855 Capital Outlays	-	-	-	-	-
Loan Payments	857 Loan Payments	-	-	-	-	-
Housing Assistance Payments	859 Housing Assistance Payments	-	-	-	-	-
Expenditures Total		1,524,397	1,672,930	1,892,310	2,133,046	7,222,682
(Surplus) Deficit		\$ (266,502)	\$ (803,058)	\$ (2,073,551)	\$ (1,862,780)	\$ (5,005,892)

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Public and Indian Housing  
 (Asset Management Properties)

Line Item	Line Item Description	Budget Amount	AMP 1 Justification for FY 2025 Budget
802	OVERTIME	25,000	Overtime warranted for AMP 1 to continue to meet 100% occupancy, after hour Emergencies and the expectation of a NSPIRE inspection for the upcoming Fiscal Year.
804	ELECTRICITY	46,000	Increase in electricity warranted here based on AMP 1's current expenses. AMP 1 street lights at the sites; electricity for AMP 1 office and Rec center providing outreach services to all public housing residents. Expenses for emergency transfers (GT) required for health & safety will come out of this line item. Budget appears adequate. Please note any unforeseen water leaks at any of the developments will be an expense that will come out of this line item; Expenses for emergency transfers (GT) required for health & safety will come out of this line item.
805	WATER/SEWER	2,000	Budget remains the same. The aging needs of the fleet is on-going and the prices of repairs are high. Repairs needed for two (2) vehicles.
812	AUTO REPAIRS	12,000	Budget to remain the same as last year. Expenses this year is not an accurate measure for gas as payments have only been posted through Jan. 2024. Note: There are delays in processing payments in this area with DOA forwarding invoices months later.
813	AUTO GAS	12,500	Budget remains the same from last year
814	COMMUNICATION	7,000	Budget remains the same from last year
815	COPY MACHINE	4,000	Request to keep the same amount as last year
816	CUSTODIAL SERVICES	5,000	Request to keep the same amount as last year
825	LEGAL	6,000	AMP 1 has been engages in conciliation with Fair Housing and anticipates legal expenses relating to this.
827	PLUMBING	9,000	One unit leak not reflected will total around \$5,000
828	PROFESSIONAL SERVICES	9,000	GPD clearances, pest control, termites and special maintenance services are paid out from this line item. There appears to be a higher number of abandon units and housekeeping issues from this FY. Pest Control for rodents is expected to increase for FY25 and contract for termites.
829	PROTECTIVE SERVICES	5,000	G4S services and temporary security services. Aside from G4S contract for emergency after hour calls, AMP 1 has utilized Roving Patrol services for the sites for New Year's eve (complaints re: health & safety)
831	EQUIPMENT	65,002	Appliances: \$29,067; Equip-Maintenance \$3,935; MIS update \$2,000; File room cabinetry \$30,000 FILE ROOM CABINETRY JUSTIFICATION: AMP 1 has an open space of 15x18 square feet located by the Lobby area, ideal for storing files. Due to the expected cost, this will need to go out for BID and placed with other AMP/GHURA needs/projects.
832	AUDIT	1,200	Adequate at this time and remains the same
833	ADVERTISING	1,000	This needed to cover any advertising cost for bid announcement co-shared among the AMP's and other advertising needs.

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Public and Indian Housing  
 (Asset Management Properties)

Line Item	Line Item Description	Budget Amount	AMP 1 Justification for FY 2025 Budget
835	COLLECTION LOSS	8,000	Write Off Estimation
839	CUSTODIAL SUPPLIES	600	
842	MEMBERSHIP DUES	1,500	Membership Dues under PHADA, NAHRO & any updates to the ACOP will fall under this area. Housing staff will need constant updates from each as it relates to housing. In addition, any ACOP revisions will be updated for GHURA with additional cost not previously done.
843	MISCELLANEOUS	2,500	Safety gear & uniforms for current and addition three (3) staff
844	OFFICE SUPPLIES	4,000	Increase of \$500 (costs of cartridges and office supply needs) Budget is expected to be exhausted by the end of the FY. NOTE: Public housing anticipates to be inspected by HUD FY25
845	ORDINARY MAINTENANCE AND MATERIALS	40,000	This area covers costs associated with the AMP 1 office building repairs & maintenance and request will be the same as FY24
846	OFFICE BUILDING REPAIR & MAINTENANCE	2,000	
847	POSTAGE/COURIER	680	Increase of \$50 from FY24, due to increase of postage to \$.63; possibly opening of the Wait List in FY 2025
848	PRINTING	3,000	Updating and printing forms and materials for move-in packets, tenant Educational materials (laminated) for the units as a new NSPIRE model is implemented. This line item addresses the fence area within the office compound, rental equipment, AC service, small engine repair, global recycling (disposals for refrigerator/stove/water heaters) etc. The funds need to be retained as contractors will be utilized.
850	MAINTENANCE CONTRACTS	35,050	AMP 1 currently has one contractor for grass cutting for about =\$22,000 which is expected to increase as several areas may be added to next contract. Grass cutting contract is for all four (4) sites once a month and is expected to increase by more than \$2,000 Servicing of AMP 1 AC units total of 9 Individual offices/clerk/lobby= \$100 x 7 = \$700 Conference room/consumable = \$150 x 3 = \$450 Disposals of appliances, household items, etc. through the year= \$2,700 Pest control contracts for the year \$375 x 12 + \$225 x 12 = \$7,200 Towing of vehicles
851	STAFF TRAINING	12,000	Request to increase with several training and recertifications for both maintenance and staff this year - NSPIRE (maintenance and housing staff) HOTMA (Housing staff); CORE (Maintenance staff)
852	SUBSCRIPTIONS	500	Funds needed to maintain professional subscriptions.
855	CAPITAL OUTLAY PROJECTIONS	65,000	Replace signage (all sites)- \$25,000; Replace lighting (all sites)- \$25,000; Water blasting/painting- \$15,000

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Line Item	Line Item Description	Budget Amount	AMP 2 Justification for FY2025 Budget
<b>831</b>	<b>EQUIPMENT - MAINTENANCE</b>	<b>28,102</b>	
	Pipe Bender EMT 3/4"	50	1 Qty x \$50 Needed in shop to perform repairs
	Industrial Fan for Shop	300	1 Qty x \$300 Replacement needed
	Concrete Masonary Rotary Hammer Drill	199	1 Qty x \$199 Needed by maintenance for use at Unit Renos
	Wheelbarrow with steel handles, Flat Tire free	278	2 Qty x \$278 Needed by maintenance for use at Unit Renos
			1 Qty x \$800 Needed by maintenance for use at Unit Renos and occupied units with drain issues
	115 Volt K 400 Drain Cleaning Drum Machine. Integral wound cable	250	1 Qty x \$250 Needed for Ground Maintenance
	Gas 2 stroke Cycle Hedge Trimmer	258	3 Qty x \$86 Replacement needed
	5/16 in X 50 ft Slotted - End Replacement Cable	60	2 Qty x \$30 Needed in shop to perform repairs
	4-piece Plumbers Cutter Sets	2,000	1 Qty x \$2,000 Needed by maintenance for use at Unit Renos
	Electric Tile Scraper Machine	1,170	3 Qty x \$390 Portable power for tools at jobsite
	3000W Pure Sine Inverter	120	4 Qty x \$30 Maintenance Use
	All-Purpose Rubber Boots	450	1 Qty x \$450 Needed for Ground Maintenance
	Push Mower 22" High Wheel	800	4 Qty x \$200 Needed by maintenance for occupied units with drain issues
	Trap Snake 6 ft Toilet Augur Drain Cleaning Kit	1,400	1 Qty x \$1,400 Maintenance Use
	Waterblaster	200	2 Qty x \$100 Maintenance Use
	Waterblaster Hose 3/8 x 50	850	1 Qty x \$850 Maintenance Use
	Floor Buffer	56	2 Qty x 28 Maintenance Use
	Buffer Pad	978	2 Qty x \$489 Needed for Ground Maintenance
	Chainsaw	539	1 Qty x \$539 Needed for Grounds Maintenance
	Backpack Blower	500	1 Qty x \$500 Replacement needed in shop
	Canopy 20x40	5,400	1 Qty x \$5,400 Needed to assess leaks in units and laundry
	SeeSnake MicroReel Video Inspection Camera System	400	1 Qty x \$400 Needed for cutting metal, rebar etc. small jobs
	Bench Vise 6"-8"	139	1 Qty x \$139 Needed in shop to perform repairs
	Floor Jack 3 Ton	900	1 Qty x \$900 Needed by maintenance for use at Unit Renos
	Jack Hammer	140	1 Qty x \$140 Replacement needed
	Bench Grinder 8"	390	1 Qty x \$390 Needed in shop to perform repairs
	Portable Pipe Vise	160	2 Qty x \$80 Maintenance Use
	Dolley - Hand/Truck	120	3 Qty x \$40 Replacement for trailers
	Trailer Lights (above 80")	105	3 Qty x \$35 Maintenance Use
	Rubbermaid Trashbin 33gal	6,000	3 Qty x \$2,000 Replacement for PSM, IC, HFA, Front Desk
	Desktop computer	2,000	1 Qty x \$2,000 Purchase for HAO
	Printer	480	4 Qty x \$120 Replacement for PSM, IC, HFA, Front Desk
	Battery Backup	240	12 Qty x \$20 Replacement of lobby chairs
	Folding Chairs	280	4 Qty x \$70 Office use for lobby area
	Plastic Tables 6ft	90	2 Qty x \$45 Office use
	Plastic Tables 4ft	<b>2,940</b>	
<b>843</b>	<b>MISCELLANEOUS (List is not all inclusive of items needed)</b>		
	Includes uniform shirts needed by housing staff	900	
	Uniforms Shirts (4 Employees x 5 shirts = 20 * \$45 = \$900)	600	
	Safety Shoes (4 Employees x \$150 = \$600)	1,080	
	Uniforms Shirts (6 Employees x 4 shirts = 24 * \$45 = \$1080)	<b>68,902</b>	
<b>845</b>	<b>ORDINARY EQUIPMENT - MAINTENANCE</b>		
	Refrigerators (18 cf. top mount w/handles 110V frost free)	34,000	50 Qty x Current cost \$680
	Refrigerators (17 cf. top mount w/handles 110V frost free)	4,120	5 Qty x Current cost \$824
	Ranges (rear control) w/ electric cord	9,666	18 Qty x Current cost \$537
	Ranges (front control) w/ electric cord	3,116	4 Qty x Current cost \$779
	Waterheaters (30 gal Highboy 220V)	18,000	40 Qty x Current cost \$450
<b>855</b>	<b>Capital Outlays</b>	<b>25,000</b>	
	Sedan	25,000	Need to replace office fleet

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Public and Indian Housing**  
**(Asset Management Properties)**

Line Item	Line Item Description	Budget Amount	AMP 4 Justification for FY2025 Budget
802	OVERTIME	15,000	Overtime for REAC inspection
812	AUTO MAINTENANCE	20,000	To provide preventive maintenance of new fleet of vehicles
813	AUTO - GAS	11,000	10% Projected increase in fuel prices
815	COPY MACHINE	2,700	\$177.43 per month; prints \$45; contract expires 02/29/25 option to extend
817	INSURANCE	40,000	Full coverage for new vehicles
827	Plumbing , Sewer Services	40,000	Aging Infrastructure
829	PROTECTIVE SERVICES	75,000	Foot patrol security guard for Elderly development
831	EQUIPMENT	75,000	Mowers, trailers, water pressure trailer, computers HAO Multi-function printer, shredder, desk chairs
839	Custodial Supplies	3,300	10% increase in cost of products
843	Miscellaneous	12,000	Uniforms and Maintenance work boots
844	Office Supplies	4,000	Increase in supply usage
845	Ordinary Maintenance and Materials	120,000	Enhancement and cost of product increase
846	Office Building Repair and Maintenance	145,000	Roof/spalling repair and AC units - Supply room repairs
848	Printing	9,000	NSPIRE and ACOP books and Form Replenishment
855	Capital Outlay	310,000	
		7,000	Mailboxes for Dededo Elderly
		300,000	PM Maintenance - Waterblasting
		3,000	Concrete Pad for Dededo Elderly Mailboxes



**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
HOUSING CHOICE VOUCHERS PROGRAMS**

Budget Category	Budget Line Item	FY 2025				FY 2024 Approved Budget				
		Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	
Revenue	100 Operating Receipts	- \$	- \$	- \$	- \$	- \$	- \$	- \$	- \$	- \$
	101 Administrative Fees	(4,164,960)				(3,576,074)	(26,312)	(128,250)		(3,730,637)
	102 Interest Income									
	103 Other Income									
	104 Grants				(182,603)				(182,603)	
	106 Subsidies - Federal	(128,084)				(316,380)				(316,380)
	109 Year-end Cash Balance									
	110 Revenue - Management Fees	(47,758,186)	(497,288)	(1,472,443)		(44,426,095)	(241,396)	(1,644,433)		(46,311,924)
	111 Revenue - Housing Assistance Payments	<b>(52,051,230)</b>	<b>(497,288)</b>	<b>(1,472,443)</b>	<b>(182,603)</b>	<b>(48,318,549)</b>	<b>(267,708)</b>	<b>(1,772,683)</b>	<b>(182,603)</b>	<b>(50,541,544)</b>
Revenue Total		1,584,937			109,817	1,466,483		20,000	116,342	1,602,825
Expenditures:	801 Salaries and Wages									
Personnel	802 Overtime	1,024,889			72,786	903,588		6,000	66,261	975,849
	803 Employee Benefits	<b>2,609,826</b>			<b>182,603</b>	<b>2,370,071</b>		<b>26,000</b>	<b>182,603</b>	<b>2,578,674</b>
Personnel Total		25,800		28,000		25,800		24,000		49,800
Utilities	804 Electricity	2,346		5,000		2,346		10,000		12,346
	805 Water/Sewage	<b>28,146</b>		<b>33,000</b>		<b>28,146</b>		<b>34,000</b>		<b>62,146</b>
Utilities Total		<b>15,000</b>				<b>50,000</b>				<b>50,000</b>
Travel	810 Off-Island Travel									
Contractual	807 Security Deposit			93,581		165,000		40,000		205,000
	812 Auto Maintenance	6,000				5,000				5,000
	813 Auto - Gas	25,900	50	50		24,950		2,500		27,450
	814 Communication	3,316				3,316				3,316
	815 Copy Machine	12,000				12,000				12,000
	816 Custodial Services	8,800				8,000				8,000
	817 Insurance Services	6,500				6,500				6,500
	818 Storage	10,250	250	500						
	820 Property Management Fee	844,200	55,717	146,891		629,389	4,631	22,572		656,592
	821 Bookkeeping Fee	225,000	2,970	7,830		224,595				224,595
	822 Asset Management Fee									
	824 Office Rent	144,359								
	825 Legal	10,000				10,000				10,000
	826 Office Equipment Maintenance	3,000				3,000				3,000
	827 Plumbing, Sewer Services									
	828 Professional Services	90,000	15,000	15,000		20,000				20,000
	829 Protective Services									
	830 Software Maintenance	5,000				5,000				5,000



**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
HOUSING CHOICE VOUCHERS PROGRAMS**

Budget Category	Budget Line Item	FY 2025					FY 2024 Approved Budget				
		Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Grand Total	Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Grand Total
	832 Audit	45,860		1,500		47,360					47,360
	833 Advertising	17,600		-		17,600					17,000
	850 Maintenance Contracts		500								
	851 Staff Training	63,500		1,000		65,000					50,000
	<b>Contractual Total</b>	<b>1,521,285</b>	<b>74,487</b>	<b>266,352</b>		<b>1,862,124</b>	<b>4,631</b>	<b>67,572</b>			<b>1,300,813</b>
<b>Equipment</b>	<b>831 Equipment</b>										<b>35,000</b>
<b>Other</b>	835 Collection Loss										-
	836 Computer Services										-
	839 Custodial Supplies	1,760				1,760					1,600
	842 Membership Dues	5,000				5,000					5,000
	843 Miscellaneous	24,000		500		24,500	21,682	678			25,360
	844 Office Supplies	16,500	100	500		17,100					15,000
	845 Ordinary Maintenance & Materials										-
	846 Office Building Repair & Maintenance	5,000				5,000					5,000
	847 Postage/Courier	25,000				25,000					10,000
	848 Printing	10,500	500	500		11,500					10,000
	852 Subscriptions	1,500				1,500					1,500
	854 Payment in lieu of taxes (PILOT)										-
	860 Portability Admin Fees	29,527				29,527					29,527
	861 Portability In										-
	862 PH FSS Expense										-
	<b>Other Total</b>	<b>118,787</b>	<b>600</b>	<b>1,500</b>		<b>120,887</b>	<b>21,682</b>	<b>678</b>			<b>102,987</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>										<b>100,000</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>										
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>	<b>47,758,186</b>	<b>422,201</b>	<b>1,171,592</b>		<b>49,351,979</b>	<b>241,396</b>	<b>1,644,433</b>			<b>46,311,924</b>
<b>Expenditures Total</b>		<b>52,051,230</b>	<b>497,288</b>	<b>1,472,444</b>		<b>54,203,565</b>	<b>267,709</b>	<b>1,772,683</b>	<b>182,603</b>		<b>50,541,544</b>
<b>(Surplus) Deficit</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
HOUSING CHOICE VOUCHERS PROGRAMS**

Budget Category	Budget Line Item	FY 2024 Actual (07-31-2024)				FY 2024 Budget-to-Actual (07-31-2024)				
		Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Grand Total
Revenue	100 Operating Receipts	-	-	-	-	-	-	-	-	-
	101 Administrative Fees	(3,289,557)	(42,993)	(124,100)	-	16,681	(4,150)	-	-	(273,987)
	102 Interest Income	(27,296)		(312)			(312)			(27,608)
	103 Other Income	(104,149)			(164,266)			18,337		(85,812)
	104 Grants									
	106 Subsidies - Federal	(2,748,841)	(15,499)	(280,470)		(15,499)	(280,470)			(2,728,430)
	109 Year-end Cash Balance	(42,969,965)	(394,423)	(1,422,644)		153,027	(221,789)			(1,524,892)
	110 Revenue - Management Fees	<u>(49,139,808)</u>	<u>(452,915)</u>	<u>(1,827,526)</u>	<u>(164,266)</u>	<u>154,209</u>	<u>(506,721)</u>	<u>18,337</u>		<u>(4,640,729)</u>
	111 Revenue - Housing Assistance Payments									
Revenue Total										
Expenditures:										
Personnel	801 Salaries and Wages	1,171,023			68,581		20,000	47,761		363,221
	802 Overtime	1,895								(1,895)
	803 Employee Benefits	1,295,729			95,685		6,000	(29,424)		(415,565)
Personnel Total		<u>2,468,647</u>			<u>164,266</u>		<u>26,000</u>	<u>18,337</u>		<u>(54,239)</u>
Utilities	804 Electricity	29,483	500	(1,996)		(500)	25,996			21,813
	805 Water/Sewage	1,792		(90)			10,090			10,644
Utilities Total		<u>31,275</u>	<u>500</u>	<u>(2,086)</u>		<u>(500)</u>	<u>36,086</u>			<u>32,457</u>
Travel	810 Off-Island Travel									
Contractual	807 Security Deposit		5,500	(997)		(5,500)	40,997			200,497
	812 Auto Maintenance	2,330								2,670
	813 Auto - Gas						2,500			27,450
	814 Communication	12,538								(9,222)
	815 Copy Machine	8,779								3,221
	816 Custodial Services	11,733								(3,733)
	817 Insurance Services	35,050								(28,550)
	818 Storage	7,669								(7,669)
	820 Property Management Fee	580,061	7,691	24,607		(3,060)	(2,035)			44,233
	821 Bookkeeping Fee	187,133	2,355	6,638		(2,355)	(6,638)			28,469
	822 Asset Management Fee									
	824 Office Rent									
	825 Legal	(22,264)								32,264
	826 Office Equipment Maintenance	1,791								1,209
	827 Plumbing, Sewer Services									
	828 Professional Services	3,749								16,251
	829 Protective Services	132								(132)
Travel										
Contractual										
Utilities										
Personnel										
Revenue										
Expenditures										
Personnel										
Utilities										
Travel										
Contractual										

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**HOUSING CHOICE VOUCHERS PROGRAMS**

Budget Category	Budget Line Item	FY 2024 Actual (07-31-2024)				FY 2024 Budget-to-Actual (07-31-2024)				
		Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Housing Choice Vouchers	Mainstream Voucher	Emergency Housing Voucher	Family Self Sufficiency ROSS	Grand Total
	830 Software Maintenance	55,978	-	-	-	(50,978)	-	-	-	(50,978)
	832 Audit	55,978	-	-	-	(10,118)	1,500	-	-	(8,618)
	833 Advertising	6,300	-	-	-	9,700	1,000	-	-	10,700
	850 Maintenance Contrcats	-	-	-	-	-	-	-	-	-
	851 Staff Training	1,676	-	-	-	48,324	-	-	-	48,324
<b>Contractual Total</b>		<b>948,633</b>	<b>15,546</b>	<b>30,248</b>	-	<b>279,977</b>	<b>(10,915)</b>	<b>37,324</b>	-	<b>306,386</b>
<b>Equipment</b>	<b>831 Equipment</b>	<b>43,824</b>	-	-	-	<b>(8,824)</b>	-	-	-	<b>(8,824)</b>
<b>Other</b>	835 Collection Loss	-	-	-	-	-	-	-	-	-
	836 Computer Services	-	-	-	-	-	-	-	-	-
	839 Custodial Supplies	2,072	-	-	-	(472)	-	-	-	(472)
	842 Membership Dues	270	-	-	-	4,730	-	-	-	4,730
	843 Miscellaneous	1,030	36	-	-	1,970	21,646	678	-	24,294
	844 Office Supplies	20,509	-	-	-	(5,509)	-	-	-	(5,509)
	845 Ordinary Maintenance & Materials	-	-	-	-	-	-	-	-	-
	846 Office Building Repair & Maintenance	256	-	-	-	4,744	-	-	-	4,744
	847 Postage/Courier	18,507	-	-	-	(8,507)	-	-	-	(8,507)
	848 Printing	6,001	-	-	-	3,999	-	-	-	3,999
	852 Subscriptions	42	-	-	-	1,458	-	-	-	1,458
	854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-	-	-	-
	860 Portability Admin Fees	38,973	-	(1,419)	-	(9,446)	-	1,419	-	(8,027)
	861 Portability In	(2,206)	-	-	-	2,206	-	-	-	2,206
	862 PH FSS Expense	-	-	-	-	-	-	-	-	-
<b>Other Total</b>		<b>85,454</b>	<b>36</b>	<b>(1,419)</b>	-	<b>(4,827)</b>	<b>21,646</b>	<b>2,097</b>	-	<b>18,916</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	<b>382,000</b>	-	-	-	<b>(282,000)</b>	-	-	-	<b>(282,000)</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>	-	-	-	-	-	-	-	-	-
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>	<b>37,968,131</b>	<b>422,201</b>	<b>1,444,407</b>	-	<b>6,457,964</b>	<b>(180,805)</b>	<b>200,026</b>	-	<b>6,477,185</b>
<b>Expenditures Total</b>		<b>41,927,964</b>	<b>438,283</b>	<b>1,471,150</b>	<b>164,266</b>	<b>6,390,585</b>	<b>(170,574)</b>	<b>301,533</b>	<b>18,337</b>	<b>6,539,880</b>
<b>(Surplus) Deficit</b>		<b>\$ (7,211,844)</b>	<b>\$ (14,632)</b>	<b>\$ (356,376)</b>	<b>\$ -</b>	<b>\$ 2,084,032</b>	<b>\$ (16,366)</b>	<b>\$ (205,188)</b>	<b>\$ 36,674</b>	<b>\$ 1,899,152</b>

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Supportive Housing for the Elderly**

		FY 2025		FY 2024 Approved Budget	
<u>Budget Category</u>	<u>Budget Line Item</u>	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)
		\$	\$	\$	\$
<b>Revenue</b>	100 Operating Receipts	-	-	(110,568)	-
	101 Administrative Fees	(100)	(100)	(100)	(110,568)
	102 Interest Income	(2,200)	(2,200)	(2,200)	(100)
	103 Other Income		(75,393)		(2,200)
	104 Grants	(879,648)		(834,372)	(44,060)
	106 Subsidies - Federal	(112,148)		(37,577)	(834,372)
	109 Year-end Cash Balance				(37,577)
	110 Revenue - Management Fees	-	-	-	-
	111 Revenue - Housing Assistance Payments	-	-	-	-
		<b>(994,096)</b>	<b>(75,393)</b>	<b>(984,817)</b>	<b>(44,060)</b>
<b>Revenue Total</b>					<b>(1,028,878)</b>
<b>Expenditures:</b>					
Personnel	801 Salaries and Wages	115,543	39,915	111,121	23,741
	802 Overtime	2,400	2,400	2,400	2,400
	803 Employee Benefits	103,249	29,397	64,230	18,069
		<b>221,192</b>	<b>69,312</b>	<b>177,751</b>	<b>41,810</b>
<b>Personnel Total</b>					<b>219,561</b>
Utilities	804 Electricity	180,000		180,000	180,000
	805 Water/Sewage	80,000		80,000	80,000
		<b>260,000</b>		<b>260,000</b>	<b>260,000</b>
<b>Utilities Total</b>					
Travel	810 Off-Island Travel	5,000	3,226	5,000	5,000
Contractual	807 Security Deposit	1,000		1,000	-
	812 Auto Maintenance	3,000		2,000	1,000
	813 Auto - Gas	5,000		5,000	2,000
	814 Communication	16,000		14,000	5,000
	815 Copy Machine	6,100		4,100	-
	816 Custodial Services	48,216		45,864	14,000
	817 Insurance Services				4,100
	818 Storage				-
	820 Property Management Fee				45,864
	821 Bookkeeping Fee				-
	822 Asset Management Fee				-
	824 Office Rent	3,000		2,000	-
	825 Legal				2,000
	826 Office Equipment Maintenance				-
	827 Plumbing, Sewer Services	5,000		5,000	5,000

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Supportive Housing for the Elderly

		FY 2025		FY 2024 Approved Budget	
<u>Budget Category</u>	<u>Budget Line Item</u>	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)
		<u>Grand Total</u>	<u>Grand Total</u>	<u>Grand Total</u>	<u>Grand Total</u>
	828 Professional Services	7,900		7,750	
	829 Protective Services	45,000		30,580	
	830 Software Maintenance	5,000		5,000	
	832 Audit	1,000		1,000	
	833 Advertising	3,200		3,200	
	850 Maintenance Contrcats	2,000		49,500	
	851 Staff Training	1,020	1,020	5,000	1,020
		<u>151,416</u>	<u>1,020</u>	<u>180,994</u>	<u>1,020</u>
	<b>Contractual Total</b>		<b>152,436</b>		<b>182,014</b>
	<b>Equipment</b>	<b>14,557</b>		<b>18,641</b>	
	<b>Other</b>				
	835 Collection Loss				
	836 Computer Services				
	839 Custodial Supplies				
	842 Membership Dues	1,000		1,000	230
	843 Miscellaneous	1,200	835	1,700	
	844 Office Supplies	1,600	1,000	1,600	1,000
	845 Ordinary Maintenance & Materials	10,000		10,000	
	846 Office Building Repair & Maintenance				
	847 Postage/Courier	1,300		1,300	
	848 Printing	200		200	
	852 Subscriptions	150		150	
	854 Payment in lieu of taxes (PILOT)				
	860 Portability Admin Fees				
	862 PH FSS Expense				
		<u>15,450</u>	<u>1,835</u>	<u>15,950</u>	<u>1,230</u>
	<b>Other Total</b>		<b>17,285</b>		<b>17,180</b>
	<b>Capital Outlays</b>	<b>200,000</b>		<b>200,000</b>	
	<b>Loan Payments</b>	<b>126,480</b>		<b>126,480</b>	
	<b>Housing Assistance Payments</b>				
	<b>859 Housing Assistance Payments</b>				
	<b>Expenditures Total</b>	<b>994,096</b>	<b>75,393</b>	<b>984,817</b>	<b>44,060</b>
	<b>(Surplus) Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Supportive Housing for the Elderly

Budget Category	Budget Line Item	FY 2024 Actuals (07-31-2024)			FY 2024 Budget-to-Actual (07-31-2024)		
		Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Grand Total	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Grand Total
Revenue	100 Operating Receipts	\$ (117,571)	\$ -	\$ (117,571)	\$ (7,003)	\$ -	\$ (7,003)
	101 Administrative Fees	(116)	(116)	(116)	(16)	(16)	(16)
	102 Interest Income	(2,223)	(2,223)	(2,223)	(23)	(23)	(23)
	103 Other Income	-	(44,060)	(44,060)	-	-	-
	104 Grants	(457,951)	(457,951)	(457,951)	376,421	376,421	376,421
	106 Subsidies - Federal	(349,392)	(349,392)	(349,392)	(311,815)	(311,815)	(311,815)
	109 Year-end Cash Balance	-	-	-	-	-	-
	110 Revenue - Management Fees	-	-	-	-	-	-
	111 Revenue - Housing Assistance Payments	-	-	-	-	-	-
<b>Revenue Total</b>		<b>(927,253)</b>	<b>(44,060)</b>	<b>(971,313)</b>	<b>57,564</b>	<b>-</b>	<b>57,564</b>
Expenditures:							
Personnel	801 Salaries and Wages	28,139	23,741	51,880	82,982	-	82,982
	802 Overtime	863	863	863	1,537	-	1,537
	803 Employee Benefits	12,887	18,069	30,956	51,343	-	51,343
<b>Personnel Total</b>		<b>41,889</b>	<b>41,810</b>	<b>83,699</b>	<b>135,862</b>	<b>-</b>	<b>135,862</b>
Utilities	804 Electricity	126,076	-	126,076	53,924	-	53,924
	805 Water/Sewage	35,718	-	35,718	44,282	-	44,282
<b>Utilities Total</b>		<b>161,794</b>	<b>-</b>	<b>161,794</b>	<b>98,206</b>	<b>-</b>	<b>98,206</b>
Travel	810 Off-Island Travel	-	-	-	5,000	-	5,000
Contractual	807 Security Deposit	-	-	-	-	-	-
	812 Auto Maintenance	105	105	105	895	-	895
	813 Auto - Gas	754	754	754	1,246	-	1,246
	814 Communication	3,373	3,373	3,373	1,627	-	1,627
	815 Copy Machine	-	-	-	-	-	-
	816 Custodial Services	15,876	15,876	15,876	(1,876)	-	(1,876)
	817 Insurance Services	6,645	6,645	6,645	(2,545)	-	(2,545)
	818 Storage	-	-	-	-	-	-
	820 Property Management Fee	37,830	37,830	37,830	8,034	-	8,034
	821 Bookkeeping Fee	-	-	-	-	-	-
	822 Asset Management Fee	-	-	-	-	-	-
	824 Office Rent	-	-	-	-	-	-
	825 Legal	-	-	-	2,000	-	2,000
	826 Office Equipment Maintenance	-	-	-	-	-	-
	827 Plumbing, Sewer Services	6,845	6,845	6,845	(1,845)	-	(1,845)

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Supportive Housing for the Elderly

<u>Budget Category</u>	<u>Budget Line Item</u>	FY 2024 Actuals (07-31-2024)		FY 2024 Budget-to-Actual (07-31-2024)		
		Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Supportive Housing for the Elderly Guma Trankilidat	Multi-Family Housing Service Coordinator (MFSC)	Grand Total
	828 Professional Services	140		7,610	-	7,610
	829 Protective Services	18,542		12,038	-	12,038
	830 Software Maintenance	5,139		(139)	-	(139)
	832 Audit	1,113		(113)	-	(113)
	833 Advertising	164		3,036	-	3,036
	850 Maintenance Contrats	31,181		18,319	-	18,319
	851 Staff Training	-	1,020	5,000	-	5,000
	<b>Contractual Total</b>	<b>127,707</b>	<b>1,020</b>	<b>53,287</b>	-	<b>53,287</b>
<b>Equipment</b>	<b>831 Equipment</b>	<b>7,498</b>	-	<b>11,143</b>	-	<b>11,143</b>
<b>Other</b>	835 Collection Loss	-		-	-	-
	836 Computer Services	-		-	-	-
	839 Custodial Supplies	-		-	-	-
	842 Membership Dues	19	230	981	-	981
	843 Miscellaneous	1,109		591	-	591
	844 Office Supplies	1,360	1,000	240	-	240
	845 Ordinary Maintenance & Materials	9,480		520	-	520
	846 Office Building Repair & Maintenance	-		-	-	-
	847 Postage/Courier	28		1,272	-	1,272
	848 Printing	-		200	-	200
	852 Subscriptions	42		108	-	108
	854 Payment in lieu of taxes (PILOT)	-		-	-	-
	860 Portability Admin Fees	-		-	-	-
	862 PH FSS Expense	-		-	-	-
<b>Other Total</b>		<b>12,038</b>	<b>1,230</b>	<b>3,912</b>	-	<b>3,912</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	<b>263,860</b>	-	<b>(63,860)</b>	-	<b>(63,860)</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>	<b>105,400</b>	-	<b>21,080</b>	-	<b>21,080</b>
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>	-	-	-	-	-
<b>Expenditures Total</b>		<b>720,186</b>	<b>44,060</b>	<b>264,630</b>	-	<b>264,630</b>
<b>(Surplus) Deficit</b>		\$ (207,067)	\$ -	\$ 322,194	\$ -	\$ 322,194



**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Capital Fund Program**

Budget Category	Budget Line Item	FY 2025					FY 2024 Approved Budget					
		GQ501-21	GQ501-22	GQ501-23	GQ501-24	Grand Total	GQ501-20	GQ501-21	GQ501-22	GQ501-23	Grand Total	
Revenue	100 Operating Receipts	-	-	-	-	-	-	-	-	-	-	-
	101 Administrative Fees	-	-	-	-	-	-	-	-	-	-	-
	102 Interest Income	-	-	-	-	-	-	-	-	-	-	-
	103 Other Income	-	-	-	-	-	-	-	-	-	-	-
	104 Grants	-	-	-	-	-	-	-	-	-	-	-
	106 Subsidies - Federal	(500,000)	(1,970,895)	(2,815,711)	(1,000,000)	(6,286,607)	(360,000)	(500,000)	(1,934,854)	(150,000)	(2,944,854)	
	109 Year-end Cash Balance	-	-	-	-	-	-	-	-	-	-	
	110 Revenue - Management Fees	-	-	-	-	-	-	-	-	-	-	
	111 Revenue - Housing Assistance Payments	-	-	-	-	-	-	-	-	-	-	
<b>Revenue Total</b>		<b>(500,000)</b>	<b>(1,970,895)</b>	<b>(2,815,711)</b>	<b>(1,000,000)</b>	<b>(6,286,607)</b>	<b>(360,000)</b>	<b>(500,000)</b>	<b>(1,934,854)</b>	<b>(150,000)</b>	<b>(2,944,854)</b>	
Expenditures:												
Personnel	801 Salaries and Wages	61,164	61,164	61,164		183,493	30,998	61,996	30,998		123,992	
	802 Overtime	1,000	1,000	1,000		3,000	1,000	1,000	1,000		3,000	
	803 Employee Benefits	52,672	52,672	52,672		158,016	19,839	39,678	19,839		79,356	
<b>Personnel Total</b>		<b>114,836</b>	<b>114,836</b>	<b>114,836</b>		<b>344,509</b>	<b>51,837</b>	<b>102,674</b>	<b>51,837</b>		<b>206,348</b>	
Utilities	804 Electricity	-	-	-	-	-	-	-	-	-	-	
	805 Water/Sewage	-	-	-	-	-	-	-	-	-	-	
<b>Utilities Total</b>												
Travel	810 Off-Island Travel	-	10,000	-	-	10,000	-	-	10,000	-	10,000	
Contractual	807 Security Deposit	-	-	-	-	-	-	-	-	-	-	
	812 Auto Maintenance	-	250	-	-	250	-	-	250	-	250	
	813 Auto - Gas	-	250	-	-	250	-	-	250	-	250	
	814 Communication	-	-	-	-	-	-	-	-	-	-	
	815 Copy Machine	-	100	-	-	100	-	-	100	-	100	
	816 Custodial Services	-	-	-	-	-	-	-	-	-	-	
	817 Insurance Services	-	-	-	-	-	-	-	-	-	-	
	818 Storage	-	-	-	-	-	-	-	-	-	-	
	820 Property Management Fee	-	-	-	-	-	-	-	-	-	-	
	821 Bookkeeping Fee	-	-	-	-	-	-	-	-	-	-	
	822 Asset Management Fee	-	63,000	-	-	63,000	-	-	-	-	-	
	824 Office Rent	-	-	-	-	-	-	-	-	-	-	
	825 Legal	-	250	-	-	250	-	-	250	-	250	
	826 Office Equipment Maintenance	-	-	-	-	-	-	-	-	-	-	
	827 Plumbing, Sewer Services	-	-	-	-	-	-	-	-	-	-	
	828 Professional Services	-	-	-	-	-	-	-	250	-	250	

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Capital Fund Program**

<u>Budget Category</u>	<u>Budget Line Item</u>	FY 2025					FY 2024 Approved Budget					
		<u>GQ501-21</u>	<u>GQ501-22</u>	<u>GQ501-23</u>	<u>GQ501-24</u>	<u>Grand Total</u>	<u>GQ501-20</u>	<u>GQ501-21</u>	<u>GQ501-22</u>	<u>GQ501-23</u>	<u>Grand Total</u>	
	829 Protective Services	-	250	-	-	250	-	-	250	-	-	250
	830 Software Maintenance	-	750	-	-	750	-	-	-	-	-	-
	832 Audit	-	-	-	-	-	-	-	-	-	-	-
	833 Advertising	-	-	-	-	-	-	-	-	-	-	-
	850 Maintenance Contrats	-	5,000	10,000	-	15,000	-	-	10,000	-	-	10,000
	851 Staff Training	-	<b>69,850</b>	<b>10,000</b>	-	<b>79,850</b>	-	-	<b>11,350</b>	-	-	<b>11,350</b>
<b>Contractual Total</b>												
<b>Equipment</b>	<b>831 Equipment (SUV/trucks for MOD &amp; AE)</b>	-	-	-	-	-	-	-	<b>103,311</b>	-	<b>150,000</b>	<b>253,311</b>
<b>Other</b>	835 Collection Loss	-	-	-	-	-	-	-	-	-	-	-
	836 Computer Services	-	-	-	-	-	-	-	-	-	-	-
	839 Custodial Supplies	-	500	-	-	500	-	-	-	-	-	-
	842 Membership Dues	-	100	-	-	100	-	-	100	-	-	100
	843 Miscellaneous	-	25,000	20,000	-	45,000	-	-	2,500	-	-	2,500
	844 Office Supplies	-	1,000	-	-	1,000	-	-	500	-	-	500
	845 Ordinary Maintenance & Materials	-	-	-	-	-	-	-	-	-	-	-
	846 Office Building Repair & Maintenance	-	-	-	-	-	-	-	-	-	-	-
	847 Postage/Courier	-	100	-	-	100	-	-	50	-	-	50
	848 Printing	-	1,000	-	-	1,000	-	-	500	-	-	500
	852 Subscriptions	-	-	-	-	-	-	-	-	-	-	-
	854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-	-	-	-	-	-
	860 Portability Admin Fees	-	-	-	-	-	-	-	-	-	-	-
	862 PH FSS Expense	-	-	-	-	-	-	-	-	-	-	-
<b>Other Total</b>			<b>27,700</b>	<b>20,000</b>		<b>47,700</b>			<b>3,650</b>			<b>3,650</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	<b>385,164</b>	<b>1,748,509</b>	<b>2,670,875</b>	<b>1,000,000</b>	<b>5,804,548</b>	<b>308,163</b>	<b>397,326</b>	<b>1,754,706</b>			<b>2,460,195</b>
<b>Loan Payments</b>	<b>857 Loan Payments</b>											
<b>Housing Assistance Payments</b>	<b>859 Housing Assistance Payments</b>											
<b>Expenditures Total</b>		<b>500,000</b>	<b>1,970,895</b>	<b>2,815,711</b>	<b>1,000,000</b>	<b>6,286,607</b>	<b>360,000</b>	<b>500,000</b>	<b>1,934,854</b>	<b>150,000</b>		<b>2,944,854</b>
<b>(Surplus) Deficit</b>		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Capital Fund Program

Line Item	Line Item Description	Budget Amount	CFP Justification for FY2025 Budget
<b>855</b>	<b>CAPITAL OUTLAY PROJECTIONS</b>	<b>5,804,548</b>	
	A/E Salaries & Benefits	385,164	<u>GQ501-21</u>
	AMP4 Drainage Correction	108,576	<u>GQ501-22</u>
	AMP4 Basketball Court & Generator Room	624,933	<u>GQ501-23</u>
	Trainings - AMPs & MOD	1,010,000	<u>GQ501-24</u>
	A/E Consultant - Physical Needs Assessment - Partial	5,000	
	A/E consultant - LBP Abatement -		50,000
	Modernization - All AMPs		150,000
	Fence Replacement - All AMPs		1,064,000
	Typhoon Shutter Replacement - All AMPs		1,000,000
	AMP1 Recreation Center		391,711
	AMP1 Half Basketball Court		400,000
	Door Replacement - All AMPs		250,000
		385,164	1,748,509
			2,670,875
			1,000,000

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Community Planning and Development**

Budget Category	Budget Line Item	FY 2025										FY 2024 Approved Budget							
		Astumbo	CDBG	CoC	ESG	HOME	HOME ARP	HTE	LIHTC	Grant Total	Astumbo	** CDBG	CoC	** ESG	HOME	HOME ARP	HTE	LIHTC	Grant Total
Revenue	100 Operating Receipts	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	101 Administrative Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	102 Interest Income	(5)	-	-	-	(119,468)	-	-	-	-	-	-	-	-	-	-	-	-	(145,005)
	103 Other Income	(24,185)	-	-	-	(547,785)	-	-	-	-	-	-	-	-	-	-	-	-	(165,185)
	104 Grants	-	(10,786,368)	(1,382,278)	(754,588)	(9,755,334)	(3,299,307)	(580,561)	-	-	-	(1,316,455)	(988,304)	(8,687,256)	(3,493,384)	(373,610)	-	-	(25,635,493)
	106 Subsidies - Federal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	109 Year-end Cash Balance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	110 Revenue - Management Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	111 Revenue - Housing Assistance Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	<b>Revenue Total</b>	<b>(24,190)</b>	<b>(10,786,368)</b>	<b>(1,382,278)</b>	<b>(754,588)</b>	<b>(9,874,802)</b>	<b>(3,299,307)</b>	<b>(580,561)</b>	<b>(523,600)</b>	<b>(27,225,694)</b>	<b>(24,190)</b>	<b>(10,817,484)</b>	<b>(1,316,455)</b>	<b>(988,304)</b>	<b>(8,832,256)</b>	<b>(3,493,384)</b>	<b>(373,610)</b>	<b>(100,000)</b>	<b>(25,945,683)</b>
Expenditures:	801 Salaries and Wages	9,673	1,346,480	14,365	14,365	469,784	99,232	102,446	2,075,211	12,147	997,795	96,579	79,860	411,573	77,804	66,460	1,742,218		
	802 Overtime	5,143	707,928	7,637	7,637	254,213	55,124	52,019	1,099,730	4,884	472,402	44,079	41,140	203,667	33,416	25,740	825,328		
	803 Employee Benefits	14,816	2,054,408	22,002	22,002	723,987	154,356	154,465	3,174,941	17,031	1,470,197	140,658	121,000	615,240	111,220	92,200	2,567,546		
Utilities	-	20,000	-	-	6,000	-	-	-	26,000	-	20,000	-	-	6,000	-	-	-	26,000	
Utilities Total	-	1,000	-	-	300	-	-	-	1,300	-	800	-	-	300	-	-	-	1,100	
		21,000	-	-	6,300	-	-	-	27,300	-	20,800	-	-	6,300	-	-	-	27,100	
Travel	810 Off-Island Travel	-	10,000	-	-	-	-	-	10,000	-	-	-	-	-	-	-	-	-	
Contractual	807 Security Deposit	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	812 Auto Maintenance	-	2,500	-	-	-	-	-	2,500	-	200	-	-	-	-	-	-	200	
	813 Auto - Gas	-	1,900	-	-	100	-	100	2,100	-	2,000	-	-	100	-	-	100	2,200	
	814 Communication	-	7,650	-	-	-	-	-	7,650	-	2,000	-	-	-	-	-	-	2,000	
	815 Copy Machine	-	2,000	-	-	-	-	-	2,000	-	2,000	-	-	-	-	-	-	2,000	
	816 Custodial Services	-	5,000	-	-	-	-	-	5,000	-	5,000	-	-	-	-	-	-	5,000	
	817 Insurance Services	-	18,000	-	-	1,200	-	-	19,200	-	10,000	-	-	1,200	-	-	-	11,200	
	818 Storage	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	820 Property Management Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	821 Bookkeeping Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	822 Asset Management Fee	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	824 Office Rent	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	825 Legal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	826 Office Equipment Maintenance	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	827 Plumbing, Sewer Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	828 Professional Services	859	43,000	-	-	6,200	-	-	50,059	-	18,000	-	-	-	6,200	-	-	25,059	
	829 Protective Services	-	100	-	-	100	-	-	200	-	100	-	-	-	100	-	-	200	
830 Software Maintenance	-	40,000	-	-	100	-	-	40,100	-	40,000	-	-	-	100	-	-	40,100		
832 Audit	-	12,500	-	4,000	2,500	1,000	-	4,500	-	12,500	-	4,000	-	2,500	1,000	4,500	24,500		
833 Advertising	1,300	30,000	-	100	300	1,000	-	32,700	-	1,300	-	100	-	300	-	-	10,700		
850 Maintenance Contracts	400	6,500	-	-	6,900	-	-	7,500	-	400	-	-	-	2,500	-	-	6,900		
851 Staff Training	-	5,000	-	-	2,500	-	-	7,500	-	-	-	-	-	2,500	-	-	2,500		
<b>Contractual Total</b>	<b>2,559</b>	<b>174,150</b>	<b>-</b>	<b>4,100</b>	<b>13,000</b>	<b>2,000</b>	<b>-</b>	<b>4,600</b>	<b>200,409</b>	<b>2,559</b>	<b>106,300</b>	<b>-</b>	<b>4,100</b>	<b>13,000</b>	<b>2,000</b>	<b>4,600</b>	<b>132,559</b>		
Equipment	831 Equipment	3,000	1,000	-	-	-	-	-	4,000	3,000	1,000	-	-	-	-	-	-	4,000	
Other	835 Collection Loss	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	836 Computer Services	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	839 Custodial Supplies	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	842 Membership Dues	-	-	-	-	2,000	-	-	2,000	-	-	-	-	2,000	-	-	1,500	2,000	
	843 Miscellaneous	3,715	-	-	-	-	-	1,500	3,715	1,500	-	-	-	-	-	-	1,500	1,500	
	844 Office Supplies	100	-	-	-	-	-	100	200	100	-	-	-	-	-	-	100	200	
	845 Ordinary Maintenance & Materials	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
	846 Office Building Repair & Maintenance	-	-	-	-	100	-	1,500	1,500	1,500	-	-	-	-	100	-	1,500	1,500	
	847 Postage/Courier	-	-	-	-	-	-	100	200	200	-	-	-	-	-	-	100	200	
	848 Printing	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	
852 Subscriptions	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
860 Portability Admin Fees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		
862 PH FSS Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-		

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Community Planning and Development**

Budget Category	Budget Line Item	FY 2025										FY 2024 Approved Budget						
		Astumbo	CDBG	CoC	ESG	HOME	HOME ARP	HTE	LIHTC	Grant Total	Astumbo	** CDBG	CoC	** ESG	HOME	HOME ARP	HTE	LIHTC
Other Total		3,815	-	-	-	2,100	-	-	-	-	-	-	-	2,100	-	-	3,200	6,900
Capital Outlays	855 Capital Outlays	-	8,525,810	1,360,276	728,486	9,129,405	3,142,951	551,666	361,335	23,799,929	-	-	-	863,204	8,195,616	3,380,164	373,610	23,207,578
Loan Payments	857 Loan Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Housing Assistance Payments	859 Housing Assistance Payments	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Expenditures Total		24,190	10,786,368	1,382,278	754,588	9,874,802	3,299,307	580,561	523,600	27,225,694	24,190	10,817,484	1,316,455	988,304	8,832,256	3,493,384	100,000	25,945,683
(Surplus) Deficit		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

\*\* Includes budget for CARES funds

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Central Office Cost Center (COCC)**

Budget Category	Budget Line Item	FY 2025					FY 2024 Approved Budget						
		Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total	Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total
Revenue	100 Operating Receipts	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	101 Administrative Fees	(179)					(179)					(179)	
	102 Interest Income	(3,416)			(3,427)		(3,416)				(3,427)	(6,843)	
	103 Other Income												
	104 Grants												
	106 Subsidies - Federal												
	109 Year-end Cash Balance	(200,000)	(200,000)	(200,000)	(200,000)	(1,000,000)	(524,229)	(134,245)	(32,308)	(236,288)	(209,017)	(1,136,087)	
	110 Revenue - Management Fees	(1,048,674)	(174,049)	(27,590)	(484,130)	(2,158,668)	(400,613)	(204,519)	(113,884)	(335,480)	(319,784)	(1,374,280)	
	111 Revenue - Housing Assistance Payments	-	-	-	-	-	-	-	-	-	-	-	
<b>Revenue Total</b>		<b>(1,252,269)</b>	<b>(374,049)</b>	<b>(227,590)</b>	<b>(667,557)</b>	<b>(3,155,690)</b>	<b>(928,437)</b>	<b>(338,764)</b>	<b>(146,192)</b>	<b>(575,195)</b>	<b>(528,801)</b>	<b>(2,517,389)</b>	
<b>Expenditures:</b>													
Personnel	801 Salaries and Wages	517,681	233,368	110,724	348,377	1,593,655	554,945	217,727	79,901	359,564	344,005	1,556,142	
	802 Overtime	2,250	5,000	10,000	20,000	30,000							
	803 Employee Benefits	244,321	122,741	67,976	192,040	846,858	258,898	111,597	54,901	169,491	180,356	775,243	
<b>Personnel Total</b>		<b>764,252</b>	<b>361,109</b>	<b>188,700</b>	<b>560,417</b>	<b>2,507,763</b>	<b>813,843</b>	<b>329,324</b>	<b>134,802</b>	<b>529,055</b>	<b>524,361</b>	<b>2,331,355</b>	
Utilities	804 Electricity	54,938				54,938	54,938					54,938	
	805 Water/Sewage	2,380				2,380	2,381					2,381	
<b>Utilities Total</b>		<b>57,318</b>				<b>57,318</b>	<b>57,319</b>					<b>57,319</b>	
Travel	810 Off-Island Travel	-	-	-	-	-	-	-	-	-	-	-	
Contractual	807 Security Deposit	1,000				1,000	1,000					1,000	
	812 Auto Maintenance	600				600	600					600	
	813 Auto - Gas	2,903				2,903	2,903					2,903	
	814 Communication	1,134			7,000	9,903	1,134			7,000		9,903	
	815 Copy Machine	20,000			1,700	28,400	1,134			1,700		2,834	
	816 Custodial Services	50,000			8,400	62,000	15,383			8,400		23,783	
	817 Insurance Services				2,400	2,400	19,966			12,000		31,966	
	818 Storage									2,400		2,400	
	820 Property Management Fee												
	821 Bookkeeping Fee												
	822 Asset Management Fee												
	824 Office Rent												
	825 Legal						10,000					10,000	
	826 Office Equipment Maintenance								500		1,000	11,500	
	827 Plumbing, Sewer Services		7,000	1,500		8,500						8,500	
	828 Professional Services		300	300		300			1,500		300	300	
	829 Protective Services				20,000	20,000				8,000		8,000	
	830 Software Maintenance										2,500	2,500	
	832 Audit			25,000		25,000			500			500	
	833 Advertising												
	850 Maintenance Contracts												
	851 Staff Training	5,000	5,000	5,000	5,000	25,000	1,000	1,000	1,000	1,000	1,000	5,000	

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Central Office Cost Center (COCC)**

		FY 2025					
Budget Category	Budget Line Item	Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total
Contractual Total		80,637	12,000	31,800	56,500	10,000	190,937
Equipment	831 Equipment	10,000	-	-	50,000	-	60,000
Other	835 Collection Loss	-	-	-	-	-	-
	836 Computer Services	-	-	1,200	-	-	1,200
	839 Custodial Supplies	-	-	250	-	250	2,250
	842 Membership Dues	1,500	250	100	100	100	500
	843 Miscellaneous	100	100	500	500	500	5,000
	844 Office Supplies	3,000	500	-	-	-	-
	845 Ordinary Maintenance & Materials	-	-	5,000	-	-	5,000
	846 Office Building Repair & Maintenance	150	50	-	-	50	250
	847 Postage/Courier	40	40	40	40	40	200
	848 Printing	500	-	-	-	-	500
	852 Subscriptions	-	-	-	-	-	-
	854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-
	860 Portability Admin Fees	-	-	-	-	-	-
	862 PH FSS Expense	-	-	-	-	-	-
Other Total		5,290	940	7,090	640	940	14,900
Capital Outlays	855 Capital Outlays	334,772	-	-	-	-	334,772
Loan Payments	857 Loan Payments	-	-	-	-	-	-
Housing Assistance Payments	859 Housing Assistance Payments	-	-	-	-	-	-
Expenditures Total		1,252,269	374,049	227,590	667,557	644,225	3,165,690
(Surplus) Deficit		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

		FY 2024 Approved Budget					
Budget Category	Budget Line Item	Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total
Contractual Total		51,986	8,500	4,300	40,500	3,500	108,786
Equipment		-	-	-	5,000	-	5,000
Other	835 Collection Loss	-	-	-	-	-	-
	836 Computer Services	-	-	1,200	-	-	1,200
	839 Custodial Supplies	-	-	250	-	250	2,250
	842 Membership Dues	1,500	250	100	100	100	500
	843 Miscellaneous	100	100	500	500	500	5,000
	844 Office Supplies	3,000	500	-	-	-	-
	845 Ordinary Maintenance & Materials	-	-	5,000	-	-	5,000
	846 Office Building Repair & Maintenance	150	50	-	-	50	250
	847 Postage/Courier	40	40	40	40	40	200
	848 Printing	500	-	-	-	-	500
	852 Subscriptions	-	-	-	-	-	-
	854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-
	860 Portability Admin Fees	-	-	-	-	-	-
	862 PH FSS Expense	-	-	-	-	-	-
Other Total		5,290	940	7,090	640	940	14,900
Capital Outlays		-	-	-	-	-	-
Loan Payments		-	-	-	-	-	-
Housing Assistance Payments		-	-	-	-	-	-
Expenditures Total		928,438	338,764	146,192	575,195	528,801	2,517,390
(Surplus) Deficit		\$ -	\$ -	\$ -	\$ -	\$ -	\$ -

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Central Office Cost Center (COCC)**

Budget Category	Budget Line Item	FY 2024 Actual (07-31-2024)					FY 2024 Budget-to-Actual (07-31-2024)					
		Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total	Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal
Revenue	100 Operating Receipts	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
	101 Administrative Fees	(168)					(168)					
	102 Interest Income	(11,755)			(2,856)		(14,611)				(571)	(11)
	103 Other Income	(23,112)					(23,112)					7,768
	104 Grants											23,112
	106 Subsidies - Federal											
	109 Year-end Cash Balance	(374,822)	(134,245)	(32,308)	(236,288)	(358,424)	(1,136,087)					
	110 Revenue - Management Fees	(1,002,556)	(310,533)	(186,944)	(467,887)	(216,519)	(2,184,439)					
	111 Revenue - Housing Assistance Payments											
<b>Revenue Total</b>		<b>(1,412,413)</b>	<b>(444,778)</b>	<b>(219,252)</b>	<b>(707,031)</b>	<b>(574,943)</b>	<b>(3,358,417)</b>				<b>(571)</b>	<b>30,869</b>
Expenditures:												
Personnel	801 Salaries and Wages	439,497	158,281	88,393	239,632	273,286	1,199,089	115,448	59,446	(8,492)	119,932	70,719
	802 Overtime	1,005	597	795	1,879	20,604	24,880	(1,005)	(597)	(795)	(1,879)	(20,604)
	803 Employee Benefits	486,489	150,381	96,261	275,860	278,224	1,287,215	(227,591)	(38,784)	(41,360)	(106,369)	(97,868)
<b>Personnel Total</b>		<b>926,991</b>	<b>309,259</b>	<b>185,449</b>	<b>517,371</b>	<b>572,114</b>	<b>2,511,184</b>	<b>(113,148)</b>	<b>20,065</b>	<b>(50,647)</b>	<b>11,684</b>	<b>(179,799)</b>
Utilities	804 Electricity	31,911					31,911	23,027				23,027
	805 Water/Sewage	1,934					1,934	447				447
<b>Utilities Total</b>		<b>33,845</b>					<b>33,845</b>	<b>23,474</b>				<b>23,474</b>
Travel	810 Off-Island Travel							(6,536)				(6,536)
Contractual	807 Security Deposit	3,198					3,198	(2,198)				(2,198)
	812 Auto Maintenance	184					184	416				416
	813 Auto - Gas	7,242					7,242	(4,339)			7,000	2,661
	814 Communication					2,097	2,097	(963)			1,700	737
	815 Copy Machine	12,700					12,700	2,683			8,400	11,083
	816 Custodial Services	27,316					27,316	(7,350)			12,000	4,650
	817 Insurance Services										2,400	2,400
	818 Storage											
	820 Property Management Fee	1,068					1,068					
	821 Bookkeeping Fee											
	822 Asset Management Fee											
	824 Office Rent											
	825 Legal											
	826 Office Equipment Maintenance	140	514	82	152	362	1,250	(140)	6,486	1,418	(152)	7,250
	827 Plumbing, Sewer Services	143					143	(143)		300		157
	828 Professional Services	6,535					6,535	(6,535)			8,000	1,465
	829 Protective Services	2,708					2,708	(2,708)				2,500
	830 Software Maintenance	(933)				112	(821)	933		500		(112)
	832 Audit											
	833 Advertising											
	850 Maintenance Contracts		250				250					
	851 Staff Training		764	82	152	2,829	64,128	(10,412)	7,736	4,218	1,000	4,492
<b>Contractual Total</b>		<b>60,301</b>	<b>764</b>	<b>82</b>	<b>152</b>	<b>2,829</b>	<b>64,128</b>	<b>(10,412)</b>	<b>7,736</b>	<b>4,218</b>	<b>40,348</b>	<b>2,768</b>



**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Central Office Cost Center (COCC)**

Budget Category	Budget Line Item	FY 2024 Actual (07-31-2024)				FY 2024 Budget-to-Actual (07-31-2024)							
		Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total	Executive/ Administration	Human Resources	Procurement	Management Information Systems	Fiscal	Grand Total
Equipment	831 Equipment	(114)	-	-	34,008	-	33,894	114	-	-	(29,008)	-	(28,894)
Other	835 Collection Loss	-	-	-	-	-	-	-	-	-	-	-	-
	836 Computer Services	-	-	-	-	-	-	-	-	-	-	-	-
	839 Custodial Supplies	1,433	-	-	-	1,433	-	-	-	-	-	-	-
	842 Membership Dues	24	399	-	-	423	-	-	-	-	-	-	-
	843 Miscellaneous	1,040	111	-	-	1,151	-	-	-	-	-	-	-
	844 Office Supplies	6,931	-	1,413	-	8,344	(3,931)	500	(913)	500	-	500	(3,344)
	845 Ordinary Maintenance & Materials	850	-	-	-	850	(850)	-	-	-	-	-	-
	846 Office Building Repair & Maintenance	46	-	-	-	46	104	50	-	-	-	50	4,150
	847 Postage/Courier	(334)	-	-	-	(334)	374	40	40	40	-	40	204
	848 Printing	42	-	-	-	42	458	-	-	-	-	40	534
	852 Subscriptions	-	-	-	-	-	-	-	-	-	-	-	458
	854 Payment in lieu of taxes (PILOT)	-	-	-	-	-	-	-	-	-	-	-	-
	860 Portability Admin Fees	-	-	-	-	-	-	-	-	-	-	-	-
	862 PH FSS Expense	-	-	-	-	-	-	-	-	-	-	-	-
Other Total		10,032	510	1,413	-	11,955	(3,845)	590	4,127	540	-	590	2,002
Capital Outlays	855 Capital Outlays	-	-	-	-	-	-	-	-	-	-	-	-
Loan Payments	857 Loan Payments	-	-	-	-	-	-	-	-	-	-	-	-
Housing Assistance Payments	859 Housing Assistance Payments	-	-	-	-	-	-	-	-	-	-	-	-
Expenditures Total		1,037,591	310,533	186,944	551,531	574,943	(110,353)	28,391	(42,302)	23,564	-	(44,395)	(145,095)
(Surplus) Deficit		\$ (374,822)	\$ (134,245)	\$ (32,308)	\$ (155,500)	\$ -	\$ (78,913)	\$ 28,391	\$ (42,302)	\$ 22,993	\$ -	\$ (44,395)	\$ (114,226)

Guam Housing and Urban Renewal Authority  
 FY 2025 Budget  
 Central Office Cost Center (COCC)

Line Item	Line Item Description	Budget Amount	COCC Justification for FY2025 Budget
802	Overtime	67,250	Overtime for fiscal year end and information system upgrades
816	Custodial Services	28,400	Annual Contract
817	Insurance	62,000	Increase in Insurance Policy
831	Equipment	60,000	Information Systems Equipment
855	Capital Outlay	334,772	Renovation of Bradley House for Document Storage

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Other Programs**

<u>Budget Category</u> <u>Budget Line Item</u>	<u>FY 2025</u>			<u>FY 2024 Approved Budget</u>		
	<u>ROSS</u>	<u>Payment in Lieu of Taxes (PILOT)</u>	<u>Grand Total</u>	<u>ROSS</u>	<u>Payment in Lieu of Taxes (PILOT)</u>	<u>Grand Total</u>
<b>Revenue</b>	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
100 Operating Receipts						
101 Administrative Fees						
102 Interest Income		(43,257)	(43,257)		(43,257)	(43,257)
103 Other Income						
104 Grants						
106 Subsidies - Federal	(203,294)		(203,294)	(92,175)		(92,175)
109 Year-end Cash Balance						
110 Revenue - Management Fees						
111 Revenue - Housing Assistance Payments						
<b>Revenue Total</b>	<b>(203,294)</b>	<b>(43,257)</b>	<b>(246,551)</b>	<b>(92,175)</b>	<b>(43,257)</b>	<b>(135,432)</b>
<b>Expenditures:</b>						
<b>Personnel</b>						
801 Salaries and Wages	136,395		136,395	37,661		37,661
802 Overtime						
803 Employee Benefits	40,918		40,918	25,138		25,138
<b>Personnel Total</b>	<b>177,313</b>	<b>-</b>	<b>177,313</b>	<b>62,799</b>	<b>-</b>	<b>62,799</b>
<b>Utilities</b>						
804 Electricity	-		-	-		-
805 Water/Sewage	-		-	-		-
<b>Utilities Total</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Travel</b>						
810 Off-Island Travel	5,000		5,000	5,000		5,000
<b>Contractual</b>						
807 Security Deposit						
812 Auto Maintenance	1,000		1,000	1,000		1,000
813 Auto - Gas	853		853	853		853
814 Communication	451		451	451		451
815 Copy Machine						
816 Custodial Services						
817 Insurance Services						
818 Storage						
820 Property Management Fee						
821 Bookkeeping Fee						
822 Asset Management Fee						
824 Office Rent						
825 Legal						
826 Office Equipment Maintenance						
827 Plumbing, Sewer Services						
828 Professional Services						
829 Protective Services						

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Other Programs**

<u>Budget Category</u> <u>Budget Line Item</u>	FY 2025		FY 2024 Approved Budget	
	<u>ROSS</u>	<u>Payment in Lieu of Taxes (PILOT)</u>	<u>ROSS</u>	<u>Payment in Lieu of Taxes (PILOT)</u>
		<u>Grand Total</u>		<u>Grand Total</u>
830 Software Maintenance	-	-	-	-
832 Audit	-	-	-	-
833 Advertising	-	-	-	-
850 Maintenance Contracts	-	-	-	-
851 Staff Training	2,500	2,500	2,650	2,650
<b>Contractual Total</b>	<b>4,804</b>	<b>4,804</b>	<b>4,954</b>	<b>4,954</b>
<b>Equipment</b>	<b>3,117</b>	<b>3,117</b>	<b>3,117</b>	<b>3,117</b>
<b>Other</b>				
835 Collection Loss	-	-	-	-
836 Computer Services	595	595	595	595
839 Custodial Supplies	-	-	-	-
842 Membership Dues	336	336	336	336
843 Miscellaneous	9,130	43,257	12,374	43,257
844 Office Supplies	2,500	2,500	2,500	2,500
845 Ordinary Maintenance & Materials	-	-	-	-
846 Office Building Repair & Maintenance	-	-	-	-
847 Postage/Courier	-	-	-	-
848 Printing	-	-	-	-
852 Subscriptions	500	500	500	500
854 Payment in lieu of taxes (PILOT)	-	-	-	-
860 Portability Admin Fees	-	-	-	-
862 PH FSS Expense	-	-	-	-
<b>Other Total</b>	<b>13,061</b>	<b>43,257</b>	<b>16,305</b>	<b>43,257</b>
<b>Capital Outlays</b>				
<b>855 Capital Outlays</b>				
<b>Loan Payments</b>				
<b>857 Loan Payments</b>				
<b>Housing Assistar</b>				
<b>859 Housing Assistance Payments</b>				
<b>Expenditures Total</b>	<b>203,294</b>	<b>43,257</b>	<b>92,175</b>	<b>43,257</b>
<b>(Surplus) Deficit</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>	<b>\$ -</b>
				<b>135,432</b>

**Guam Housing and Urban Renewal Authority  
FY 2025 Budget  
Other Programs**

<u>Budget Category</u>	<u>Budget Line Item</u>	FY 2024 Actual (07-31-2024)		FY 2024 Budget-to-Actual (07-31-2024)	
		ROSS	Payment in Lieu of Taxes (PILOT)	ROSS	Payment in Lieu of Taxes (PILOT)
		Grand Total		Grand Total	
<b>Revenue</b>					
	100 Operating Receipts	\$ -	\$ -	\$ -	\$ -
	101 Administrative Fees	-	-	-	-
	102 Interest Income	(63)	(63)	-	63
	103 Other Income	(86,464)	(86,464)	-	43,207
	104 Grants	-	-	-	-
	106 Subsidies - Federal	(50,655)	(50,655)	(41,520)	(41,520)
	109 Year-end Cash Balance	-	-	-	-
	110 Revenue - Management Fees	-	-	-	-
	111 Revenue - Housing Assistance Payments	-	-	-	-
		<b>(50,655)</b>	<b>(86,527)</b>	<b>(41,520)</b>	<b>1,750</b>
<b>Revenue Total</b>			<b>(137,182)</b>		<b>1,750</b>
<b>Expenditures:</b>					
<b>Personnel</b>					
	801 Salaries and Wages	9,551	9,551	28,110	28,110
	802 Overtime	-	-	-	-
	803 Employee Benefits	4,778	4,778	20,360	20,360
		<b>14,329</b>	<b>14,329</b>	<b>48,470</b>	<b>48,470</b>
<b>Personnel Total</b>					
<b>Utilities</b>					
	804 Electricity	-	-	-	-
	805 Water/Sewage	-	-	-	-
<b>Utilities Total</b>					
<b>Travel</b>					
	810 Off-Island Travel	-	-	5,000	5,000
<b>Contractual</b>					
	807 Security Deposit	-	-	-	-
	812 Auto Maintenance	-	-	1,000	1,000
	813 Auto - Gas	-	-	853	853
	814 Communication	37	37	414	414
	815 Copy Machine	-	-	-	-
	816 Custodial Services	-	-	-	-
	817 Insurance Services	-	-	-	-
	818 Storage	-	-	-	-
	820 Property Management Fee	-	-	-	-
	821 Bookkeeping Fee	-	-	-	-
	822 Asset Management Fee	-	-	-	-
	824 Office Rent	-	-	-	-
	825 Legal	95	95	(95)	(95)
	826 Office Equipment Maintenance	-	-	-	-
	827 Plumbing, Sewer Services	-	-	-	-
	828 Professional Services	-	-	-	-
	829 Protective Services	-	-	-	-

**Guam Housing and Urban Renewal Authority**  
**FY 2025 Budget**  
**Other Programs**

<u>Budget Category</u>	<u>Budget Line Item</u>	FY 2024 Actual (07-31-2024)		FY 2024 Budget-to-Actual (07-31-2024)	
		ROSS	Payment in Lieu of Taxes (PILOT)	ROSS	Payment in Lieu of Taxes (PILOT)
					Grand Total
	830 Software Maintenance	-	-	-	-
	832 Audit	-	-	-	-
	833 Advertising	11,184	11,184	-	(11,184)
	850 Maintenance Contracts	-	-	-	-
	851 Staff Training	700	-	1,950	1,950
	<b>Contractual Total</b>	<b>737</b>	<b>11,279</b>	<b>4,217</b>	<b>(7,062)</b>
<b>Equipment</b>	<b>831 Equipment</b>	-	-	<b>3,117</b>	<b>3,117</b>
<b>Other</b>	835 Collection Loss	-	-	-	-
	836 Computer Services	595	595	-	-
	839 Custodial Supplies	-	-	-	-
	842 Membership Dues	-	-	336	336
	843 Miscellaneous	3,193	3,193	12,374	40,064
	844 Office Supplies	-	-	2,500	2,500
	845 Ordinary Maintenance & Materials	-	-	-	-
	846 Office Building Repair & Maintenance	-	-	-	-
	847 Postage/Courier	-	-	-	-
	848 Printing	-	-	-	-
	852 Subscriptions	150	150	500	(150)
	854 Payment in lieu of taxes (PILOT)	-	-	-	-
	860 Portability Admin Fees	-	-	-	-
	862 PH FSS Expense	-	-	-	-
	<b>Other Total</b>	<b>595</b>	<b>3,343</b>	<b>15,710</b>	<b>39,914</b>
<b>Capital Outlays</b>	<b>855 Capital Outlays</b>	-	-	-	-
<b>Loan Payments</b>	<b>857 Loan Payments</b>	-	-	-	-
<b>Housing Assistar</b>	<b>859 Housing Assistance Payments</b>	-	-	-	-
<b>Expenditures Total</b>		<b>15,661</b>	<b>14,622</b>	<b>76,514</b>	<b>28,635</b>
<b>(Surplus) Deficit</b>		<b>\$ (34,995)</b>	<b>\$ (71,905)</b>	<b>\$ 34,994</b>	<b>\$ 106,899</b>

No.	Department	Division	HBU	Filled	Vacant	Position No.	Position Title	Position	Name of Incumbent	Vice	SALARIES		INCREMENT		Subtotal (M + F)	BENEFITS					Total Salaries & Benefits (G + Y)		
											Appointment	Grade/Step	Salary (Annual)	Last Date		Date of Next	Amount	Retire (DBI) (\$19.01 x 26 PP)	Social Security (Q x 6.20%)	Medicare (Q x 1.45%) (\$7.63 x 26 PP)		Life (PREMIUM) (\$62.69 x 26 PP)	Medical (PREMIUM) (\$20.37 x 26 PP)
<b>ADMINISTRATION / EXECUTIVE / AUDIT &amp; COMPLIANCE</b>																							
1	AD/EX/AC	COCC	01000	1	01001	Executive Director (Unclassified)	Undclassified	Napoli, Elizabeth F.	(Vice: R.S. Topasna)		E-1G3-17(B)	170,759	8/22/2023	8/22/2024	3,772	50,254	0	2,476	198	15,670	530	69,623	240,382
2	AD/EX/AC	COCC	01000	1	01002	Deputy Director (Unclassified)	Undclassified	Estevos, Fernando B.	(Vice: E. Napoli)		E-SG3-8(E)	94,310	8/22/2023	8/22/2024	3,772	26,366	0	1,422	198	15,670	530	47,180	145,262
3	AD/EX/AC	COCC	01000	1	01003	Special Assistant to the Executive Director (Unclassified)	Undclassified	Aguen, Audrey A.	(Vice: M.L. Tejero)		OG5-10(C)	88,900	2/11/2024	2/11/2025	1,770	26,586	0	1,309	198	15,670	530	44,768	136,038
4	AD/EX/AC	COCC	01000	1	01004	Administrative Assistant IV	Permanent	Elgog, Jr., Elisee M.	(Vice: M.A. Markez)		MTY-14(A)	126,409			37,202	0	833	0	0	0	0	55,027	182,236
5	AD/EX/AC	COCC	01000	1	01007	Program Coordinator II	Permanent	Vacant	(Vice: J. Alar)		MG4-1(F)	0			0	0	0	0	0	0	0	0	0
6	AD/EX/AC	COCC	01000	1	01012	Program Coordinator II	Probationary	Alamo, Jemela L.	(Vice: T.A. Markez)		M65-1(F)	45,762	2/12/2024	2/11/2025	2,745	14,273	0	703	198	15,670	530	31,668	80,365
7	AD/EX/AC	COCC	01000	1	05005	Data Control Clerk II	Permanent	Tallingfong, Kathleen Jean P.	(Vice: R.O. Santos-FY2020 position reprogrammed from Accountant I to DC-III)		FG4-5(A)	29,237	11/11/2023	11/11/2023	2,924	9,465	0	486	198	15,670	530	26,823	58,984
<b>HUMAN RESOURCES</b>																<b>276,189</b>						<b>842,367</b>	
<b>PROCUREMENT</b>																							
1	PROC	COCC	03000	1	03001	Housing Procurement Administrator	Permanent	Camacho, Antonio C.	(Vice: G. Balmeo)		PH4-1(E)	77,864	2/27/2023	2/26/2024	3,091	23,648	0	1,165	198	15,670	530	41,706	122,060
2	PROC	COCC	03000	1	03004	Buyer II	Permanent	Paulino, Eddie P.	(Vice: J. Lujan-Alcum)		IG4-2(A)	29,774	12/19/2023	12/19/2024	595	8,938	0	440	198	15,670	530	26,270	56,640
<b>MANAGEMENT INFORMATION SYSTEMS</b>																<b>110,724</b>						<b>67,976</b>	<b>178,700</b>
1	MIS	COCC	04000	1	04001	Data Processing Manager	Permanent	Lujan, Julian G.	(Vice: W. Erksen)		OG5-14(C)	133,345	10/20/2023	10/20/2024	2,667	46,028	0	1,972	198	15,670	530	58,693	194,065
2	MIS	COCC	04000	1	04002	Systems Project Analyst I	Permanent	Aguen, Audrey A.	(Vice: J. Alar)		NG5-7(C)	12,262	3/26/2024	3/26/2024	4,850	37,421	0	844	198	15,670	530	36,157	163,209
3	MIS	COCC	04000	1	04003	Computer Systems Analyst I	Permanent	Vacant	(Vice: W. Erksen)		OG5-11(F)	0			0	0	0	0	0	0	0	0	0
4	MIS	COCC	04000	1	04005	Computer Systems Analyst II	Permanent	Erksen, William W.	(Vice: C.R. Urdian)		M65-1(F)	81,935	8/16/2023	8/16/2024	3,277	26,078	0	1,236	198	15,670	530	43,206	128,418
5	MIS	COCC	04000	3	2	Computer Technician II	Permanent	Sandoz, Rosa (Temp Exp)	(Vice: J. Alar)		OG5-11(F)	0			0	0	0	0	0	0	0	0	0
<b>FISCAL</b>																<b>348,377</b>						<b>175,148</b>	<b>523,524</b>
1	FISC	COCC	05000	1	05001	Controller	Permanent	Daniell, Frances T.	(Vice: L. Leon Guerrero)		SG4-9(A)	101,891	8/26/2022	8/26/2023	6,113	108,004	0	1,566	198	15,670	530	50,244	158,248
2	FISC	COCC	05000	1	05002	Accountant I	Permanent	Tutela, Adora R.	(Vice: S. Cho)		OG5-11(F)	42,309	3/11/2024	3/10/2025	2,115	44,424	0	644	198	15,670	530	30,610	75,035
3	FISC	COCC	05000	1	05003	Accountant	Permanent	Vacant	(Vice: C. Diego)		LG4-1(A)	34,827			34,827	10,250	0	505	198	15,670	530	27,647	62,474
4	FISC	COCC	05000	1	05004	Accountant I	Permanent	Awa, Lucy R.	(Vice: P. Cristobal)		OG5-13(C)	82,677	12/12/2023	12/12/2024	1,654	84,331	0	1,223	198	15,670	530	42,833	127,264
5	FISC	COCC	05000	1	05011	General Accounting Supervisor	Permanent	Vacant	(Vice: G. Reyes)		PG5-1(A)	69,610			69,610	20,486	0	1,009	198	15,670	530	38,388	107,668
6	FISC	COCC	05000	1	11016	Accountant II	Permanent	Sandoz, Rosa (Temp Exp)	(Vice: B. Brines)		LG5-1(F)	42,309			42,309	12,452	0	613	198	15,670	530	29,957	72,266
<b>MODERNIZATION-CAPITAL FUNDING</b>																<b>383,605</b>						<b>219,760</b>	<b>603,365</b>
1	MOD	COCC	06000	1	06002	Program Coordinator II (reprogram 5/2022)	Permanent	Lucas, Patrick S.	(Vice: N. Alejandro)		OG5-9(D)	84,266	5/28/2024	5/28/2025	1,686	85,972	0	1,247	198	15,670	530	43,440	129,412
2	RPE	COCC	06000	1	06003	Accountant II	Permanent	Carlos, Narcisel T. (Temp-Exp 9/30/2024)	(Vice: J. Chen)		M65-5(C)	56,094			56,094	16,508	0	813	198	15,670	530	34,214	90,308
3	MOD	COCC	06000	1	06004	Administrative Assistant	Permanent	Vacant	(Vice: A.A. James)		COCC	0			0	0	0	0	0	0	0	0	0
4	MOD	COCC	06000	1	06005	Program Coordinator II	Permanent	Bliss, Bessame Kim O.	(Vice: Retro memo 12/2022)		MG4-1(A)	37,661	1/16/2023	1/16/2024	3,766	41,427	0	601	198	15,670	530	29,685	71,112
5	MOD	COCC	06000	1	13002	Maintenance Worker	Permanent	Vacant	(Vice: J.G. Cepeda)			0			0	0	0	0	0	0	0	0	0
<b>RESEARCH, PLANNING &amp; EVALUATION</b>																<b>183,493</b>						<b>107,339</b>	<b>290,832</b>
1	RPE	COCC	07000	1	07001	Chief Planner	Permanent	Talano, Katherine T.E.	(Vice: M.J. Duenas)		OG3-13(D)	103,610	11/25/2021	11/25/2022	6,217	109,827	0	1,592	198	15,670	530	50,807	160,633
2	RPE	COCC	07000	1	07002	Accounting Technician III	Permanent	Filico, Agnes C.	(Vice: V.J. Estrella)		OG5-11(A)	62,442	7/18/2023	7/17/2024	2,498	64,940	0	942	198	15,670	530	36,946	101,885
3	RPE	COCC	07000	1	07003	Program Coordinator III	Permanent	Calvo, Dominic Jerome M.	(Vice: A.C. Castro)		NG5-5(D)	61,339	6/6/2024	6/6/2024	2,454	63,793	0	904	198	15,670	530	36,591	100,384
4	RPE	COCC	07000	1	07004	Planner II	Permanent	Vacant	(Vice: A.C. Castro)		OG5-12(A)	62,370			62,370	18,355	0	904	198	15,670	530	36,152	98,522
5	RPE	COCC	07000	1	07006	Accountant I	Permanent	Legaspi, Michael Julius G.	(Vice: E.L.T. Davis)		LG5-2(A)	42,724	4/26/2023	4/25/2024	1,709	44,433	0	644	198	15,670	530	30,613	75,046
6	RPE	COCC	07000	1	07007	Planner III	Permanent	Say, Amor M.	(Vice: G.M. Cure-reprogrammed from Planner I to Planner II-ED memo dtid 07/20/2021)		NG4-10(D)	70,988			70,988	20,892	0	1,029	198	15,670	530	38,813	109,801
7	RPE	COCC	07000	1	07009	General Accounting Supervisor	Permanent	Garcia, Jericho C.	(Vice: E.G. Rabino)		PG4-9(E)	76,401	6/7/2022	06/6/2023	4,584	80,985	0	1,174	198	15,670	530	41,900	122,885
8	RPE	COCC	07000	1	07012	Planner IV	Permanent	Agion, Alicia P.	(Vice: V.J. Estrella)		OG4-7(B)	63,613	9/14/2022	9/14/2023	3,817	67,430	0	978	198	15,670	530	37,715	105,144





No.	Department	Division	HBU	C	D	E	F	G	H	I	J	K	L	M	N	O	P	INCREMENT		BENEFITS							Total Salaries & Benefits (G + Y)																																									
																		Position Title	Position	Name of Incumbent	Vice	Appointment	Grade/Step	Salary (Annual)	Last Date	Date of Next		Amount	Subtotal (M + P)	Retirement (Q x 28.43%)	Social Security (Q x 6.20%)	Medicare (Q x 1.45%)	Life (\$7.63 x 28 PP)	Dental (PREMIUM) (\$20.37 x 28 PP)	Total Benefits (R thru X)																																	
<b>PUBLIC HOUSING-AMPS</b>																							Home Business Unit (113000)																																													
1	PH-AMPS	113000	1					09018	Maintenance Worker	Permanent	Crescables, Alfredo R. (Temp-Exp 09/30/2024)	Temporary	HM4-1(A)	38,555					38,555	11,347	0	559	198	15,670	530	28,798	67,353																																									
2	PH-AMPS	113000	1					09019	Maintenance Worker	Permanent	(Vice: D. Lungway)	CLT-Permanent	HM4-2(F)	42,800	11/21/2023	11/21/2024	2,145	45,945	0	653	198	15,670	530	30,692	75,847																																											
3	PH-AMPS	113000	1					09020	Maintenance Worker	Permanent	(Vice: D. Jones)	CLT-Permanent	HM4-1(A)	39,555	11/21/2023	11/21/2024	1,884	41,439	0	614	198	15,670	530	29,520	71,389																																											
4	PH-AMPS	113000	1					09021	Maintenance Worker	Permanent	(Vice: F.A.D. Santos)	Probationary	HM4-1(A)	36,555	4/22/2024	4/22/2024	3,556	42,411	0	614	198	15,670	530	29,569	72,399																																											
5	PH-AMPS	113000	1					09039	Housing Facilities Assistant	Permanent	(Vice: J.R.A. Blas)	Temporary	JG5-2(A)	36,659			0	36,659	0	536	198	15,670	530	28,305	65,264																																											
6	PH-AMPS	113000	1					09048	Administrative Assistant	Permanent	(Vice: J.R.A. Blas)	Vacant		0			0	0	0	0	0	0	0	0	0	0	0																																									
7	PH-AMPS	113000	1					11002	Interviewer Clerk	Permanent	(Vice: R. Santiago)	Vacant	G04-1(A)	24,857			0	24,857	0	360	198	15,670	530	24,568	49,425																																											
8	PH-AMPS	113000	1					11008	Property Site Manager	Permanent	(Vice: P.J. Mendola)	CLT-Permanent	PH4-2(B)	79,890	3/6/2023	3/6/2024	3,196	83,086	0	1,205	198	15,670	530	42,549	125,635																																											
9	PH-AMPS	113000	1					11012	Laborer	Temporary	(Vice: D. Bersamin, Jr.)	Vacant	FM3-1(A)	28,045			0	28,045	0	407	198	15,670	530	25,552	53,597																																											
10	PH-AMPS	113000	1					11013	Housing Administrative Officer	Permanent	(Vice: J.R.A. Blas)	CLT-Permanent	LG5-1(E)	41,894	12/11/2023	12/11/2024	2,095	43,989	0	638	198	15,670	530	30,476	74,465																																											
11	PH-AMPS	113000	1					11021	Maintenance Worker	Permanent	(Vice: B.T. Cruz)	CLT-Permanent	HM4-1(A)	38,555	1/30/2024	1/30/2025	1,928	40,483	0	587	198	15,670	530	29,393	69,876																																											
12	PH-AMPS	113000	1					11024	Resident Relations Specialist	Permanent	(Vice: NEW-BOC Res. No. FY2016-005) Tyulengco, Bernadette V.	CLT-Permanent	MG5-4(F)	54,491	1/15/2024	1/15/2025	1,090	55,581	0	806	198	15,670	530	34,056	89,636																																											
13	PH-AMPS	113000	1					11027	Maintenance Worker	Permanent	(Vice: M.S. Aquinogco)	CLT-Permanent	HM4-1(A)	38,555	1/30/2024	1/30/2025	1,928	40,483	0	587	198	15,670	530	29,393	69,876																																											
14	PH-AMPS	113000	1					11030	Clerk III	Temporary	(Vice: V. Santos)	Vacant		0			0	0	0	0	0	0	0	0	0	0																																										
15	PH-AMPS	113000	1					11032	Housing Specialist	Permanent	(Vice: K. Mendola)	Temporary	LG4-1(F)	38,555			0	38,555	0	559	198	15,670	530	28,798	67,353																																											
16	PH-AMPS	113000	1					11035	Building Maintenance Supervisor	Permanent	(Vice: NEW-ED Memo dtd 10/14/2021) Lungway, Dante C.	CLT-Permanent	LM4-2(C)	65,489	10/19/2023	10/18/2024	1,310	66,799	0	969	198	15,670	530	37,520	104,318																																											
17	PH-AMPA	113000	1					11037	Interviewer Clerk	Temporary	(Vice: New BOC Res. FY2023) Monfioro, Anastasi (Temp Exp 09/30/2024)	Temporary	GG5-1(F)	29,869			0	29,869	0	433	198	15,670	530	26,116	55,985																																											
13																							4																							666,377																						
<b>PUBLIC HOUSING-AMPA</b>																							Home Business Unit (114000)																																													
1	PH-AMPA	114000	1					01005	Laborer	Permanent	(Vice: J. San Nicolas)	Vacant		0			0	0	0	0	0	0	0	0	0	0	0																																									
2	PH-AMPA	114000	1					01006	Administrative Assistant	Permanent	(Vice: P.B.S. Roberto)	Probationary	JG4-1(B)	54,004	1/22/2023	1/22/2024	2,180	56,184	0	822	198	15,670	530	34,263	91,937																																											
3	PH-AMPA	114000	1					08017	Housing Specialist	Permanent	(Vice: A. Salas)	Probationary	LG5-1(A)	40,305	3/11/2021	3/11/2022	6,061	46,366	0	701	198	15,670	530	31,823	80,194																																											
4	PH-AMPA	114000	1					09025	Maintenance Worker	Permanent	(Vice: P. Elbo)	Vacant	HM3-1(A)	33,315			0	33,315	0	483	198	15,670	530	27,180	60,485																																											
5	PH-AMPA	114000	1					09026	Interviewer Clerk	Permanent	(Vice: R.L. Iwanaga)	Temporary	GG5-1(A)	28,455			0	28,455	0	413	198	15,670	530	25,679	54,134																																											
6	PH-AMPA	114000	1					09029	Maintenance Worker	Permanent	(Probation) Elbo, Pondano Ejada	Probationary	HM4-1(A)	38,555	4/1/2024	4/1/2025	1,928	40,483	0	587	198	15,670	530	29,393	69,876																																											
7	PH-AMPA	114000	1					09035	Maintenance Worker	Permanent	(Vice: J.J. Cruz-reprogrammed from Laborer to Maintenance Wkr-ED memo dtd 10/26/2021) Iwanaga, Ryoichi Leo	CLT-Permanent	HM4-2(A)	40,869	11/1/2023	10/31/2024	2,043	42,912	0	622	198	15,670	530	30,144	73,056																																											
8	PH-AMPA	114000	1					09041	Maintenance Worker	Permanent	(Vice: G.S. Cruz Jr.) Maciel, Raymond A.	Permanent	HM4-10(A)	65,139	8/23/2023	8/22/2024	2,606	67,745	0	982	198	15,670	530	37,812	105,556																																											
9	PH-AMPA	114000	1					09043	Housing Facilities Assistant	Permanent	(Vice: S.E. Santos-FY2020 position reprogrammed from Laborer to DC(Cl)) Cruz, Joseph Jay	CLT-Permanent	JG5-3(E)	40,721	11/16/2023	11/15/2024	2,036	42,757	0	620	198	15,670	530	30,096	72,853																																											
10	PH-AMPA	114000	1					11001	Program Coordinator II	Temporary	(Temp Exp 09/30/2024) Samuel, Rocco Reeves	Vacant	MG5-1(A)	43,855			0	43,855	0	632	198	15,670	530	30,351	73,936																																											
11	PH-AMPA	114000	1					11005	Interviewer Clerk	Permanent	(Vice: L. Santos)	CLT-Permanent	GG5-1(D)	44,844	1/2/2024	1/2/2025	1,464	46,308	0	446	198	15,670	530	26,387	57,134																																											
12	PH-AMPA	114000	1					11009	Property Site Manager	Permanent	(Vice: T.D. Rotrock) Galayeron, Sky-Jorge W.	CLT-Permanent	PH4-9(A)	122,976	4/1/2023	4/1/2024	4,919	127,895	0	1,854	198	15,670	530	56,386	184,281																																											
13	PH-AMPA	114000	1					11017	Maintenance Worker	Permanent	(Vice: R.V. Flores) Rodriguez, Chris J.	CLT-Permanent	HM4-10(D)	67,036	10/6/2023	10/5/2024	1,341	68,377	0	991	198	15,670	530	38,007	106,384																																											
14	PH-AMPA	114000	1					11018	Maintenance Worker	Permanent	(Vice: S. Alvarez-reprogrammed from Laborer to Maintenance Wkr; (Vice: R.U. Ouchosco) Samuel, Rocco Reeves	CLT-Permanent	HM4-2(A)	40,869	11/1/2023	10/31/2024	2,043	42,912	0	622	198	15,670	530	30,144	73,056																																											
15	PH-AMPA	114000	1					11020	Building Maintenance Leader	Permanent	(Vice: P.U. Ouchosco) Morales, Jose A.	CLT-Permanent	JM4-6(E)	63,361	5/17/2023	5/16/2024	2,534	65,895	0	955	198	15,670	530	37,241	103,136																																											
16	PH-AMPA	114000	1					11022	Interviewer Clerk	Permanent	(Vice: Z.M. Perez)	Vacant		0			0	0	0	0	0	0	0	0	0	0																																										
17	PH-AMPA	114000	1					11023	Housing Specialist	Permanent	(Vice: J.T. Perez)	CLT-Permanent	LG5-5(F)	51,379	2/20/2023	2/20/2024	2,055	53,434	0	775	198	15,670	530	33,393	86,827																																											
18	PH-AMPA	114000	1					11025	Maintenance Worker	Temporary	(Vice: D.A. Vegafra) Savama-Foves, Narelle F.	Vacant	HM3-1(A)	33,315			0	33,315	0	483	198	15,670	530	27,180	60,485																																											
19	PH-AMPA	114000	1					11026	Interviewer Clerk	Temporary	(Temp Exp 09/30/2024) Pablo Joanne O.	Temporary	GG5-1(A)	28,455			0	28,455	0	413	198	15,670	530	25,679	54,134																																											
20	PH-AMPA	114000	1					11031	Housing Specialist	Temporary	(Vice: D. Balajadia) Morales, Jose A.	Vacant	LG4-1(A)	34,827			0	34,827	0	505	198	15,670	530	27,647	62,474																																											
21	PH-AMPA	114000	1					11036	Building Maintenance Supervisor	Permanent	(Vice: New FY2022) Daniel, John E.	CLT-Permanent	LM3-2(B)	56,064	12/6/2021	12/6/2022	3,364	59,428	0	862	198	15,670	530	35,244	94,671																																											
16																							5																							949,877																						
(HBU 115000 - NOT USED - formerly Public Housing-Central Cost Team)																																																																				
<b>GUAMA TRANSLADAT</b>																							Home Business Unit (116000)																																													
1	GT	116000	1					05010	Program Coordinator III	Permanent	(Vice: E. Santiago - Transferred to A/E Pos. No. 13007 dated 03/13/2023) Abue Irma O. (Temp-Exp 09/30/2024)	Temporary	MG5-1(A)	43,585			0	43,585	0	632	198	15,670	530	30,351	73,936																																											
2	GT	116000	1					08026	Resident Manager	Permanent	(Vice: J.O. Goffjan)	Vacant		0			0	0	0	0	0	0	0	0	0	0																																										
3	GT	116000	1					08027	Maintenance Man I	Permanent	(Vice: F.J. Pangatian)	Vacant		0			0	0	0	0	0	0	0	0	0	0																																										
4	GT	116000	1					08024	Maintenance Worker	Permanent	(Vice: I. Mendobias-program) Saban, Robby E. (Temp-Exp 09/30/2024)	Temporary	FM4-1(A)	32,457			0	32,457	0	471	198	15,670	530	26,915	59,372																																											
5	GT	116000	1					11010	Property Site Manager	Permanent	(Vice: P.R. Bamba) Mendota, Pean/John J.	CLT-Permanent	PH4-2(B)	79,890	2/6/2023	2/6/2024	3,196	83,086	0	1,205	198	15,670	530	42,549	125,635																																											
3																							2																							189,128																						
89,616																							1,553,759																							614,181																						

No.	Department	Division	HBU	Filled	Vacant	Position No.	Position Title	Position	Name of Incumbent	Vice	SALARIES		BENEFITS										Total Salaries & Benefits (G + Y)		
											Appointment	Grade/Step	Salary (Annual)	Last Date	Date of Next	Amount	Subtotal (M + F)	Retirement (Q x 28.43%)	Retire (DDI) (\$19.01 x 28 PP)	Social Security (Q x 6.20%)	Medicare (Q x 1.45%)	Life (\$7.63 x 28 PP)		Medical (PREMIUM) (\$802.69 x 28 PP)	Dental (PREMIUM) (\$20.37 x 28 PP)
<b>SECTION 4 (HCVP)</b>																									
Home Business Unit (120000)																									
1	SEC8	-----	120000	1		01010	Interviewer Clerk	Permanent	Del Rosario, Jana Lynn P. (Temp-Exp 09/30/2024)	(Vice: V. Mendola)	Temporay	GS5-1(F)	29,869	-----	-----	29,869	8,790	494	0	433	198	15,670	530	26,116	55,985
2	SEC8	-----	120000	1		07005	Interviewer Clerk	Permanent	Santos Jr., Romie O. Position Temp. from PCI to IC)	(Vice: M.G.B. Gueyting - FY2016)	CLT-Permanent	GS4-6(C)	38,861	11/12/2023	11/12/2024	3,356	10,865	494	0	535	198	15,670	530	28,292	65,200
3	SEC8	-----	120000	1		08001	Section B Administrator	Permanent	San Nicolas, Norma P.	(Vice: M.G.B. Gueyting - FY2016)	Permanent	GS5-14(F)	137,007	8/12/2024	8/12/2024	5,492	42,036	494	0	2,071	198	15,670	530	60,689	203,788
4	SEC8	-----	120000	1		08002	Housing Specialist	Permanent	Quicalilla, Dava O.	(Vice: E.G. Perez (Luban))	CLT-Permanent	GS5-3(F)	47,072	5/27/2023	5/27/2023	4,707	15,239	494	0	751	198	15,670	530	32,882	84,681
5	SEC8	-----	120000	1		08003	Housing Specialist Supervisor	Permanent	Balgada, Joane C.	(Vice: M.S. Joshua)	Permanent	GS5-14(F)	105,704	7/12/2024	7/12/2024	4,228	32,353	494	0	1,504	198	15,670	530	50,839	160,771
6	SEC8	-----	120000	1		08004	Housing Specialist Supervisor	Permanent	Francisco, Rosie E.	(Vice: D.U. Dal Rosario)	Permanent	GS5-14(C)	102,654	3/12/2024	3/12/2024	4,106	10,670	494	0	1,548	198	15,670	530	49,860	156,620
7	SEC8	-----	120000	1		08005	Housing Specialist	Permanent	Talague, Johanna Marie T.	(Vice: M.S. Joshua)	CLT-Permanent	GS5-4(F)	50,391	2/6/2024	2/6/2024	2,016	52,407	494	0	760	198	15,670	530	33,075	85,482
8	SEC8	-----	120000	1		08006	Housing Specialist	Permanent	Bonda, Mariess Liban T.	(Vice: M.S. Joshua)	CLT-Permanent	GS5-2(C)	43,563	9/13/2023	9/13/2024	4,355	47,908	494	0	695	198	15,670	530	31,667	79,595
9	SEC8	-----	120000	1		08007	Housing Specialist	Permanent	Dean, Leiana	(Vice: B.J. Quintana)	CLT-Permanent	GS4-1(D)	35,672	10/30/2024	10/30/2024	1,794	37,466	494	0	546	198	15,670	530	28,523	66,189
10	SEC8	-----	120000	1		08009	Housing Specialist	Permanent	Reyes, Emma T.	(Vice: P.J. Mendola)	CLT-Permanent	GS5-9(D)	66,112	2/20/2024	2/20/2024	2,644	68,756	494	0	997	198	15,670	530	38,124	108,881
11	SEC8	-----	120000	1		08011	Housing Specialist	Permanent	White, Denise Roberto	(Vice: A. Mayo-San Nicolas)	CLT-Permanent	GS5-4(F)	50,391	2/22/2023	2/22/2024	2,016	52,407	494	0	760	198	15,670	530	33,075	85,482
12	SEC8	-----	120000	1		08012	Administrative Aide	Permanent	Vacant	(Vice: M.M. Mendola-reprogrammed from IC to Admin Aide)	Vacant	FG3-1(C)	22,284	-----	-----	22,284	6,558	494	0	323	198	15,670	530	23,773	46,057
13	SEC8	-----	120000	1		08013	Administrative Aide	Permanent	Vacant	(Vice: V.M. Torres)	Vacant	-----	0	-----	-----	0	0	0	0	0	0	0	0	0	0
14	SEC8	-----	120000	1		08014	Clerk III	Permanent	Santos, Vanessa Joy C.	(Vice: C. Manglay)	Temporay	EG5-1(F)	26,672	-----	-----	26,672	7,620	494	0	385	198	15,670	530	25,098	51,670
15	SEC8	-----	120000	1		08015	Program Coordinator III	Permanent	Cepeda, Sandrina A.	(Vice: D.J.C. Cortez)	CLT-Permanent	NG5-9(D)	77,439	3/20/2024	3/20/2024	3,098	80,537	494	0	1,168	198	15,670	530	41,762	122,298
16	SEC8	-----	120000	1		08023	Housing Specialist	Permanent	Vacant	(Vice: G.M. Cure-reprogrammed from PCI to HS - temp. funding)	Vacant	L04-1(A)	34,827	-----	-----	34,827	10,290	494	0	505	198	15,670	530	27,647	62,474
17	SEC8	-----	120000	1		08024	Program Coordinator (FSS)	Permanent	Vacant	(Vice: E.G. Ojeda)	Vacant	-----	0	-----	-----	0	0	0	0	0	0	0	0	0	0
18	SEC8	-----	120000	1		08025	Interviewer Clerk	Permanent	McCormick, Mark Ray M.	(Vice: R. Talague)	CLT-Permanent	GS5-2(D)	31,040	12/19/2023	12/19/2024	1,552	32,592	494	0	473	198	15,670	530	28,957	59,549
19	SEC8	-----	120000	1		08030	Housing Specialist Supervisor	Permanent	Quinga Jr., Sebastian R.	(Vice: B. Bernabe)	Permanent	GS5-5(A)	33,693	8/7/2023	8/7/2024	2,384	36,077	494	0	899	198	15,670	530	36,034	96,021
20	SEC8	-----	120000	1		09002	Interviewer Clerk	Permanent	Salam, Usa A.	(Vice: M.S. Joshua)	Permanent	GS5-15(D)	66,207	1/2/2025	1/2/2025	1,324	67,531	494	0	979	198	15,670	530	37,746	105,277
21	SEC8	-----	120000	1		09009	Building Inspector (Housing Inspector)	Permanent	Vacant	(Vice: R. Darbow)	Vacant	JG5-4(F)	37,677	-----	-----	37,677	11,088	494	0	546	198	15,670	530	28,527	66,204
22	SEC8	-----	120000	1		09010	Building Inspector (Housing Inspector)	Permanent	Anderson, Jessa M.	(Vice: P.B. Agon)	CLT-Permanent	JG5-7(F)	51,918	10/19/2023	10/19/2024	1,038	52,956	494	0	788	198	15,670	530	33,245	86,201
23	SEC8	-----	120000	1		09011	Housing Inspector Supervisor	Permanent	Baza, Stephen C.	(Vice: N. Perez-Reprogram)	CLT-Permanent	NG5-11(A)	92,023	11/20/2023	11/20/2024	1,840	93,863	494	0	1,361	198	15,670	530	45,877	139,741
24	SEC8	-----	120000	1		09012	Building Inspector (Housing Inspector)	Permanent	San Agustin, John C.	(Vice: R.W. Hess)	Permanent	JG5-12(C)	67,473	5/27/2023	5/27/2024	1,349	68,822	494	0	986	198	15,670	530	38,145	106,967
25	SEC8	-----	120000	1		09038	Building Inspector II	Permanent	Vacant	(Vice: R. Talague)	Vacant	-----	0	-----	-----	0	0	0	0	0	0	0	0	0	0
26	SEC8	-----	120000	1		12003	Interviewer Clerk	Permanent	Mendola, Vanessa V.C.	(Vice: P. Pedrones)	CLT-Permanent	GS5-2(F)	31,061	12/19/2023	12/19/2024	1,563	33,244	494	0	482	198	15,670	530	27,158	60,402
27	SEC8	-----	120000	1		12014	Interviewer Clerk	Permanent	Padrones, Pearl Ashley	(Vice: New FY2023)	Temporay	GS5-1(A)	28,455	-----	-----	28,455	8,374	494	0	413	198	15,670	530	25,679	54,134
28	SEC8	-----	120000	1		12005	Clerk II	Permanent	Iron, Naire A. (Temp-Exp 09/30/2024)	(Vice: S.F. Yoma)	Temporay	DG5-2(C)	26,013	-----	-----	26,013	7,656	494	0	377	198	15,670	530	24,925	50,938
29	SEC8	-----	120000	1		12007	Interviewer Clerk	Permanent	Gumatao, Erica Ann Camacho	(Vice: D.R. Perez)	CLT-Permanent	GS5-5(F)	37,709	11/29/2023	11/29/2024	1,885	39,594	494	0	574	198	15,670	530	29,119	68,713
30	SEC8	-----	120000	1		12008	Building Inspector (Housing Inspector)	Permanent	Perez, Nick T. (Temp-Exp 09/30/2024)	(Vice: S. Baza)	Temporay	JG5-1(A)	34,867	-----	-----	34,867	10,281	494	0	506	198	15,670	530	27,659	62,526
31	SEC8	-----	120000	1		12009	Housing Specialist	Permanent	Isidro, Javier F.	(Vice: A.H. Santos)	Probationary	L05-1(A)	40,305	10/9/2023	10/9/2024	2,015	42,320	494	0	330	198	15,670	530	29,961	72,291
32	SEC8	-----	120000	1		12010	Housing Specialist	Permanent	Debor, Jylien M.	(Vice: M.A. Rivera)	CLT-Permanent	L05-4(B)	48,470	3/19/2023	3/19/2024	2,424	50,894	494	0	738	198	15,670	530	32,608	83,922
33	SEC8	-----	120000	1		12012	Program Coordinator III	Permanent	Aljanaro, Nicole R.	(Vice: T. Cruz - Reprogram)	CLT-Permanent	NG5-9(A)	75,248	1/9/2024	1/9/2025	1,505	76,753	494	0	1,113	198	15,670	530	40,594	117,346
34	SEC8	-----	120000	1		12013	Program Coordinator II	Permanent	Mazarang, Robin L.	(Vice: R. Cabati)	Probationary	MG5-1(A)	43,985	2/12/2024	2/12/2025	2,179	46,164	494	0	664	198	15,670	530	31,028	76,788
<b>28</b>																									
<b>6</b>																									
<b>1,694,754</b>																									
<b>ARCHITECTURAL ENGINEERING</b>																									
Home Business Unit (130000)																									
1	AE	-----	130000	1		01011	Program Coordinator III	Permanent	Canela, Maria Chery L.	(Vice: A. James)	Probationary	MG5-5(E)	57,194	2/12/2024	2/12/2025	1,144	58,338	494	0	846	198	15,670	530	34,907	93,245
2	AE	-----	130000	1		09001	A/E Manager	Permanent	Perez, Sony P.	(Vice: A.H. Santos)	CLT-Permanent	RM4-9(E)	132,672	2/5/2023	2/5/2024	5,307	137,979	494	0	2,001	198	15,670	530	59,500	197,479
3	AE	-----	130000	1		09003	Planner III	Permanent	Hess, Robert W.	(Vice: A.M. Mangiona)	CLT-Permanent	NG5-9(B)	75,978	1/15/2024	1/15/2025	1,520	77,498	494	0	1,124	198	15,670	530	40,823	118,321
4	AE	-----	130000	1		09004	Planner III	Permanent	Mangiona, Andrew M.	(Vice: R.T. Guillerez)	CLT-Permanent	NG5-12(C)	91,361	12/27/2023	12/27/2024	1,827	93,188	494	0	1,351	198	15,670	530	45,669	138,857
5	AE	-----	130000	1		13007	Program Coordinator III	Permanent	Santiago, Ervin S.	(Vice: NEW FY2023 - BOC Res No 2022-015)	CLT-Permanent	NG5-3(E)	55,138	3/17/2024	3/17/2024	2,206	57,344	494	0	831	198	15,670	530	34,600	91,943
6	AE	-----	130000	1		13006	Program Coordinator I	Permanent	Vacant	(Vice: M. Canete)	Vacant	KG4-1(F)	33,997	-----	-----	33,997	10,005	494	0	493	198	15,670	530	27,390	61,397
7	AE	-----	130000	1		09014	Engineer III	Permanent	Racuyal, Michael S.	(Vice: A.A. James)	CLT-Permanent	OM4-7(F)	87,616	10/28/2023	10/28/2024	1,756	89,372	494	0	1,299	198	15,670	530	44,552	134,124
8	AE	-----	130000	1		13001	Construction Inspector III	Permanent	Vacant	(Vice: NEW-BOC Res. No. FY08-069)	Vacant	FG4-1(A)	23,158	-----	-----	23,158	6,815	494	0	336	198	15,670	530	24,043	47,201
9	AE	-----	130000	1		13003	Engineering Technician II	Permanent	Vacant	(Vice: A.A. Tambora)	Vacant	-----	0	-----	-----	0	0	0	0	0	0	0	0	0	0
10	AE	-----	130000	1		13004	Engineer II	Permanent	Fernandez, Miguel T. (Temp-Exp 09/30/2024)	(Vice: M. Racuyal)	Temporay	NG5-9(A)	75,248	-----	-----	75,248	22,145	494	0	1,091	198	15,670	530	40,129	115,377
11	AE	-----	130000	1		13005	Administrative Aide	Permanent	Vacant																

No.	A	B	C	D	E	F	G	H	I	J	K	L	M	N	O	P	Q	BENEFITS							Total Salaries & Benefits (G + Y)
																		Retirement (Q x 28.43%)	Retire (DB) (\$19.01 x 28 PP)	Social Security (Q x 6.26%)	Medicare (Q x 1.45%)	Life (\$7.63 x 28 PP)	Medical (PREMIUM) (\$602.69 x 28 PP)	Dental (PREMIUM) (\$20.37 x 28 PP)	
	Department	Division	HBU	Filled	Vacant	Position No.	Position Title	Position	Name of Incumbent	Vice	Appointment	Grade/Step	Salary (Annual)	Last Date	Date of Next	Amount	Subtotal (M + P)	Ref	Med	Den	Life	Med	Den	Total Benefits (R thru X)	

**FTE POSITION BREAKDOWN**  
 Unclassified: 3  
 Permanent: 144  
 Temporary: 14  
 Temporary (Part-Time): 0  
**Total Board-Approved FTE 161.00**

**Staffing on BOARD 125.00**  
**Vacancies 36.00**  
**Total Board-Approved FTE 161.00**

**TOTAL FTE POSITIONS: 161**

**EMPLOYEE APPOINTMENT BREAKDOWN**

Exempt:	2	2%
Unclassified:	1	1%
Permanent:	20	16%
CLT-Permanent:	64	51%
Probationary:	10	8%
Limited-Term:	0	0%
Temporary:	28	22%
Temporary (Part-Time):	0	0%
<b>TOTAL EMPLOYEE APPTS:</b>	<b>125</b>	<b>100%</b>
<b>Vacancy:</b>	<b>36</b>	

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
BOARD OF COMMISSIONERS  
Resolution No. FY2024-022**

**Moved by:**

**Seconded by:**

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**RESOLUTION APPROVING THE FISCAL YEAR 2025 OPERATING BUDGETS FOR PUBLIC HOUSING ASSET MANAGEMENT PROJECTS (AMP) GQ001000001, GQ001000002, GQ001000003 AND GQ001000004.**

**WHEREAS,** the Authority and the U.S. Department of Housing and Urban Development (**HUD**) entered into a Consolidated Annual Contributions Contract, ACC Number SF-272 dated March 27, 1967; and

**WHEREAS,** the Authority administers HUD’s Low Rent Public Housing Program, which is subsidized by **HUD**, through its Operating Fund; and

**WHEREAS,** **HUD**, with the implementation of 990.255 of the Operating Fund final rule, requires public housing authorities to implement project-based management, project-based budgeting and project-based accounting, and

**WHEREAS,** the Authority, in anticipation of the aforementioned requirement, has grouped its housing developments into Asset Management Projects (AMPs),

**WHEREAS,** the proposed Fiscal Year 2025 AMP budgeted expenditures are necessary in the efficient and economical operations of the AMPs for the purpose of serving low-income residents; therefore, be it

**RESOLVED,** that the FY 2025 AMP operating budgets for the Authority’s Asset Management Projects GQ001000001, GQ001000002, GQ001000003 and GQ001000004 are hereby approved.

**IN REGULAR BOARD MEETING AT SINAJANA, GUAM – SEPTEMBER 24, 2024**

**PASSED BY THE FOLLOWING VOTES:**

**AYES:**

**NAYES:**

**ABSENT:**

**ABSTAINED:**

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 **September 24, 2024**.

(SEAL)

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**ELIZABETH F. NAPOLI**

Board Secretary / Executive Director

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
BOARD OF COMMISSIONERS  
Resolution No. FY2024-023**

**Moved by:**

**Seconded by:**

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**RESOLUTION APPROVING THE FISCAL YEAR 2025 OPERATING AND ADMINISTRATIVE BUDGET.**

**WHEREAS,** the Authority must continue its primary mission to provide safe, decent, and sanitary housing to the people of Guam in Fiscal Year 2025; and

**WHEREAS,** the Authority must ensure the continued operation of the Public and Indian Housing, Housing Choice Voucher, Supportive Housing for the Elderly and community development programs; and

**WHEREAS,** the Authority must ensure the continued payment of personnel salaries, benefits, and other administrative expenditures for Fiscal Year 2025; and

**WHEREAS,** to allow the Authority the flexibility for addressing situational needs to meet its mission, provide transfer authority of 10% to the Executive Director, within the total budget, and keep the Chairman of the Board apprised of such transfers; therefore be it

**RESOLVED,** that the FY 2025 Operating and Administrative budget is hereby approved.

**IN REGULAR BOARD MEETING AT SINAJANA, GUAM – SEPTEMBER 24, 2024  
PASSED BY THE FOLLOWING VOTES:**

**AYES:**

**NAYES:**

**ABSENT:**

**ABSTAINED:**

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 **September 24, 2024.**

(SEAL)


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**ELIZABETH F. NAPOLI**  
Board Secretary / Executive Director

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

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

**DATE:** September 12, 2024

**SUBJECT:** Intent of Award  
IFB GHURA-24-008  
Concrete Roof Repair Coating at GHURA 100, Yona Units

Bid opening for the subject project was held on July 09, 2024, at 3:00 p.m. A total of 11 bidders registered for the bid and given bid specifications of which 6 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	120 Consecutive Calendar Days
1	Genesis Tech, Corp	[X] 15% of total bid amount	\$883,000.00
2	Guam Evergreen Corp	[X] 15% of total bid amount	\$545,000.00 Vendor did not meet the requirements
3	O.H. Construction	[X] Cashiers' Check 15%	\$790,000.00 Vendor did not meet the requirements
4.	Asia Pacific International, Inc.	[X] Cashier's Check 15% of total amount	\$1,056,389.00
5.	Surface Solutions	[X] 15% of total bid amount	\$1,348,000.00
6.	Pacific Federal Management	[X] 15% of total bid amount	\$3,496,499.23
<b>Government Estimate</b>			<b>\$1,382,100.00</b>

A breakdown is required for each item description as noted below

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**Genesis Tech. Corp**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1</b>				
1.	Waterblast and clean entire concrete roof of 99 units.	1	LS		\$54,450.00
2.	Removal and Disposal	1	LS		\$40,095.00
3.	Epoxy Injection/Repair cracks & concrete spall for 13 units	1	LS		\$38,350.00
4.	Provide New Elastomeric Roof Coating	1	LS		\$750,105.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$883,000.00</b>

**Guam Evergreen Corp**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	12 units roof crack repair and spalls repair	12 units		\$2,000.00	\$24,000.00
2.	99 units roof coating, clean and strip all existing elastomeric roof coating, power wash, clean and remove all grease, oil, dirt, and others. Apply an elastomeric roof membrane over the entire roof and to include roof fascia curb. Material multi-thane 60 mil. Primer, second and third coat membrane.				\$521,000.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$545,000.00</b>

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**O.H. Construction**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	12 units roof crack & spalls repair	12 units		\$3,000.00	\$36,000.00
2.	99 units	162,000 SF		\$4.65	\$754,000.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$790,000.00</b>

**Asia Pacific International, Inc.**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	<b>Total Cost of Base Bid 1.</b>				<b>\$1,056,389.00</b>

**Surface Solutions.**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1</b>				
	<b>General Requirements</b>				
1.	Mobilization safety signs demobilization	1	LS	\$4,009.76	\$4,009.76
2.	Provide and install approved fall protection barrier system around perimeter of the facility.	99	Units	\$80.20	\$7,939.32
	<b>New Installation and Construction Work</b>				
I.	<b>2-Bedroom Units</b>	16	Ea.		
3.	Demo and remove existing urethane coating up to bare concrete.	20,528	SF	\$1.34	\$27,437.43



4.	Pressure wash and clean roof area	20,528	SF	\$0.33	\$6,859.36
5.	Apply new urethane roof coating to be applied to 60mil thickness	20,528	SF	\$6.48	\$133,071.53
II	<b>3-Bedroom Units</b>				
6.	Demo and remove existing urethane coating up to bare concrete.	79,336	SF	\$1.34	\$106,039.35
7.	Pressure wash and clean roof area	79,336	SF	\$0.33	\$26,509.84
8.	Apply new urethane roof coating to be applied to 60mil thickness.	79,336	SF	\$6.48	\$514,290.86
III	<b>3- Bedroom Duplex Units</b>	6	Ea		
9.	Demo and remove existing urethane coating up to bare concrete.	19,242	SF	\$1.34	\$25,718.58
10.	Pressure wash and clean roof area	19,242	SF	\$0.33	\$6,429.64
11.	Apply new urethane roof coating to be applied to 60mil thickness	19,242	SF	\$6.48	\$124,735.11
IV.	<b>4-Bedroom Units</b>	20	Ea		
12.	Demo and remove existing urethane coating up to bare concrete	38,260	SF	\$1.34	\$51,137.76
13.	Pressure wash and clean roof area	38,260	SF	\$0.33	\$12,784.44
14.	Apply new urethane roof coating to be applied to 60mil thickness	38,260	SF	\$6.48	\$248,018.15
15.	Roof crack repair by epoxy injection	380	LF	\$24.06	\$9,142.25
16.	Concrete spall repair	75	SF	\$16.04	\$1,202.693
	<b>Total Cost of Base Bid 1.</b>				<b>\$1,348,000.00</b>

**Pacific Federal Management.**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1</b>				
	<b>General Requirements</b>	1	LS	\$401,776.48	\$401,776.48

1.	Clean and strip all existing elastomeric roof coating, power wash, clean and remove all grease, oil, dirt, and other contaminants.	162,600	SF	\$4.19	\$681,294.00
2.	Expose all roof cracks, repair roof cracks with pressure epoxy injection	380	LF	\$16.50	\$6,270.00
3.	Repair existing concrete spalls with epoxy mortar, ½ deep	75	SF	\$52.41	\$3,930.75
4.	<b>Apply an elastomeric roof membrane over the entire roof, and to include roof fascia curb.</b>	162,600	SF	\$14.78	\$2,403,228.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$3,496,499.23</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.

The AMP 2 development oversees 99 units in Yona, these units are 49 years old and require upgrading, renovating or repair. An assessment was conducted to estimate the extent of the repairs needed for the roofs for the GHURA 100 Project in Yona. The assessment revealed that all 99 units require concrete roof repair and coating; however, six (6) of the 99 units were identified as needing extensive concrete repair. Based on the results of the assessment, it is recommended that roof coating be applied upon the completion of all the roof repairs.

In review of the bid result: Genesis Tech Corp provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award of 120 consecutive calendar days for construction with no option periods, and not to exceed the amount of \$883,000.00.

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
 ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

**FROM:** Elizabeth F. Napoli <sup>(EN)</sup>  
 Executive Director

**DATE:** September 06, 2024

**SUBJECT:** Intent of Award  
 IFB GHURA-24-009;  
 Grounds Maintenance for GHURA Properties

Bid opening for the subject project was held on August 20, 2024, at 2:00 p.m. A total of four bidders registered for the bid and given bid specifications of which four submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	Delivery date as specified
1	GET LLC Consulting Equipment	[x] Cashier's Check 15%	<b>\$108,816.00</b> <b>Awarded Bid items 1.</b>
2	Flame Tree Freedom Center	[ ] Based on Flame Tree Freedom Center's Non- Profit status and in accordance with 5 GCA 5217, this requirement does not apply.	<b>\$88,800.00</b> <b>Awarded Bid items 2.</b>
<b>Total Cost</b>			<b>\$197,616.00</b>
<b>Government Estimate</b>			<b>\$75,000.00</b>

A breakdown for each item description as noted below:

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Invitation for Bid No: IFB GHURA-24-009 was officially announced and advertised in *The Pacific Daily News*, *The Guam Daily Post*, and Guam Housing and Urban Renewal Authority website on July 18, 2024. 4 bidders had expressed an interest in bidding, as follow;

Bidders Register:

1. Flame Tree Freedom Center
2. Get Consulting-Equipment LLC.
3. Proferre
4. Guam Cleaning Masters Inc.

Of the four, (4)- 4 submitted bid proposals, namely:

- Flame Tree Freedom Center
- Get Consulting-Equipment LLC.
- Proferre
- Guam Cleaning Masters Inc.

An evaluation committee convened on, Tuesday, August 27, 2024, at 9:00 a.m. with four bid proposals submitted by Flame Tree Freedom Center, Get Consulting-Equipment LLC, Proferre, and Guam Cleaning Masters Inc. After further evaluation, based on the lowest responsive and responsible bid the committee members determined the lowest and responsible bidders met all the criteria. The Option to purchase Bid item 3 was not accepted by the evaluation committee. Therefore, committee members determined that GET LLC Consulting Equipment was awarded Bid item 1, and Flame Tree Freedom Center was awarded Bid item 2.

**I. BID ITEM(s)**

**Vendor: GET LLC Consulting Equipment**

Bid Item #	Item Description	Estimated Qty	Unit Measure	Unit Price	Total Cost
1	AMP 1	12		\$3,835.00	\$46,020.00
	Sinajana Main Office	12		\$1,005.00	\$12,060.00

	AMP 4	12		\$1,780.00	\$21,360.00
	Guma Trankilidat	12		\$2,448.00	\$29,376.00
<b>Total</b>	<b>Bid item 1 Awarded to GET LLC Consulting Equipment</b>				<b>Total: <u>\$108,816.00</u></b>
2	Amp 2	12		\$3,260.00	\$39,120.00
	Amp 3	12		\$5,580.00	\$66,960.00
<b>Total</b>	<b>Bid item 2</b>	12			<b>Total: <u>\$106,080.00</u></b>
3	Option to purchase 3 additional grasses cutting, based on environmental factors to include heavy rain fall months.	8		\$0.00  Option to purchase not accepted.	\$0.00

**Vendor: Flame Tree Freedom Center**

Bid Item #	Item Description	Estimated Qty	Unit Measure	Unit Price	Total Cost
1	Amp 1	12		\$2,950.00	\$35,400.00
	Sinajana Main Office	12		\$500.00	\$6,000.00

	Amp 4	12		\$4500.00	\$54,000.00
	Guma Trankilidat	12		\$3,500.00	\$42,000.00
Total	Bid item 1				<b>Total: <u>\$137,400.00</u></b>
2	AMP 2	12		\$2,800.00	\$33,600.00
	AMP 3	12		\$4,600.00	\$55,200.00
Total	<b>Bid item 2 Awarded to Flame Tree Freedom Center</b>				<b>Total: <u>\$88,800.00</u></b>
3	Option to purchase 3 additional grasses cutting, based on environmental factors to include heavy rain fall months.	3	each	\$0.00  Option to purchase not accepted.	\$0.00

**Vendor: Guam Cleaning Masters. Inc.**

Bid Item #	Item Description	Estimated Qty	Unit Measure	Unit Price	Total Cost
1	AMP 1	12		\$4,800.00	\$57,600.00
	Sinajana Main Office	12		\$2,800.00	\$33,600.00
	AMP 4	12		\$3,800.00	\$45,600.00

	Guma Trankilidat	12		\$4,200.00	\$50,400.00
Total	Bid item 1				<b>Total: <u>\$187,200.00</u></b>
2	AMP 2	12		\$6,800.00	\$81,600.00
	AMP 3	12		\$4,600.00	\$55,200.00
<b>Total</b>	<b>Bid item 2</b>				<b>Total: <u>\$136,800.00</u></b>
3	Option to purchase 3 additional grasses cutting, based on environmental factors to include heavy rain fall months.	3		\$0.00  Option to purchase not accepted.	\$0.00

**Vendor: Proferre.**

Bid Item #	Item Description	Estimated Qty	Unit Measure	Unit Price	Total Cost
1	AMP 1	36		\$7,913.74	\$284,894.64
	Sinajana Main Office	36		\$510.27	\$18,380.52
	AMP 4	36		\$8,169.02	\$294,084.72
	Guma Trankilidat	36		\$4,084.51	\$147,042.36
Total	Bid item 1				<b>Total: <u>\$744,402.24</u></b>



2	AMP 2	36		\$6,637.33	\$238,943.88
	AMP 3	36		\$11,870.61	\$427,341.97
<b>Total</b>	<b>Bid item 2</b>				<b>Total:</b> <b><u>\$666,285.85</u></b>
3	Option to purchase 3 additional grasses cutting, based on environmental factors to include heavy rain fall months.	3		\$0.00  Option to purchase not accepted.	\$0.00

The Guam Housing and Urban Renewal Authority’s (GHURA’s) 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 is committed to maintaining the Fence Line and grounds with its properties aligned with its mission goals and overall site improvement plans. This includes GHURA’s main office in Sinajana; four (4) Public Housing AMP sites and Guma Trankilidat (GT). Professional Contract services for Grounds maintenance is necessary to augment GHURA’s maintenance staff in their work responsibilities in maintaining the properties to be marketable for our clients. There are four (4) AMP sites located with twelve (12) villages servicing a total of 750 units. Guma Trankilidat is Guam’s multi-family rural development servicing fifty (50) units.


In review of the bid result: GET LLC Consulting Equipment and Flame Tree Freedom Center provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award, with the initial term for a three (3) year contract with an option to renew for two (2) additional years in one-year terms, and not to exceed the amount of \$197,616.00.



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

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

**DATE:** September 06, 2024

**SUBJECT:** Intent of Award  
IFB GHURA-24-10;  
Security Alarm Monitoring and Roving Services

Bid opening for the subject project was held on August 20, 2024 at 10:30 a.m. A total of two bidders registered for the bid and given bid specifications of which one submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	Delivery date as specified
1	G4s Secure Solutions (Guam Inc.)	[X] Bid Bond	\$364,452.00 Awarded line items, 1,2, and 3.
2	Pacific Island Security (Guam), Inc. No bid submittal	[ ]	\$ 0.00
<b>Total Cost</b>			<b>\$364,452.00</b>

<b>Government Estimate</b>	<b>\$175,000.00</b>
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A breakdown for each item description as noted below:

**G4s SECURE SOLUTIONS (GUAM INC.)**

<b>BID ITEM(s)</b>				
<u>Item No.</u>	<u>Description</u>	<u>QTY</u>	<u>Monthly Cost</u>	<u>Annual Cost</u>
1.0	Security Services- To include weekends & Government Holidays	1-Guard	\$16,826.00 <u>\$12,777.00</u> <b>\$29,603.00</b>	\$201,912.00 GT \$153,325.00 <u>(Amp 4)</u> <b>\$355,236.00</b>

	For 1 Guard -	<b>(Per Guard)- for 2 locations.</b>	
2.0	Alarm System	<u>\$528.00</u>	<u>\$6,336.00</u>
3.0	After Hours Answering Services	<u>\$240.00</u>	<u>\$2,880.00</u>
	<b>Total Costs:</b>	<b><u>\$30,371.00</u></b>	<b><u>\$364,452.00</u></b>

The Guam Housing and Urban Renewal Authority (GHURA's) 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 is committed to support its developments in providing security services to prevent crime against persons and property. Security provides a safe and danger-free environment, so that residents can conduct their daily chores and businesses without fear. GHURA is looking for security services that will provide a security alarm monitoring system and a roving patrol service that will be tasked with securing the premises by staying on patrol, performing building inspections, guarding entry points, and verifying visitors.

In review of the bid result: G4s Secure Solutions (Guam), Inc. provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award, with the initial term for a three (3) year contract with an option to renew for two (2) additional years in one-year terms, and not to exceed the amount of \$364,452.00

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
 ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

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

**DATE:** September 12, 2024

**SUBJECT:** Intent of Award  
 IFB GHURA-24-11  
 Rehabilitation of the Agana Heights Fourplex

Bid opening for the subject project was held on July 26, 2024, at 2:00 p.m. A total of 4 bidders registered for the bid and given bid specifications of which 4 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	180 Consecutive Calendar Days
1	Guam Evergreen Construction	[X] 15% of total bid amount	\$289,900.00
2	O.H. Construction	[X] 15% of total bid amount	\$328,500.00
3	Genesis Tech Corporation	[X] Cashiers' Check 15%	\$380,000.00
4.	Surface Solutions	[X] 15% of total bid amount	\$447,888.00
<b>Government Estimate</b>			<b>\$411,094.34</b>

A breakdown is required for each item description as noted below

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**Guam Evergreen Construction**

**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1</b>				
1.	Professional Service & Management Fees Design, Permit, and Others				\$20,000.00
2.	Civil Works, asphalts paving, water & Sewer line replacement, chain link, fence & CMU fence, infiltration trench system. Contractor hires surveyor to determine boundary points and marker of the property.				\$120,000.00
3.	Exterior Works, roof coating with water blasting cleaning, roof repair, new typhoon shutter, replacement of handrailing and painting.				\$50,000.00
4.	Electrical Works, up-grade electrical system				\$17,000.00
5.	Structural Repair				\$2,900.00
6.	Renovation of 4 units interior work				\$80,000.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$289,900.00</b>

**O.H Construction**

**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	Administrative works, design & permit, mobilization, demobilization management expense (insurance & tax).				\$50,000.00
2.	Civil Works, asphalt pavement, new marking with ADA Parking marking, water & sewer works, fence work (chain-link & CMU), provide infiltration trench & others.				\$120,000.00
3.	All Exterior works, roof coating, painting, repair, new handrailing replacement.				\$50,000.00
4.	Electrical Works,				\$15,000.00
5.	Structural Repair Work				\$3,500.00
6.	4 Plex Interior Works, renovation				\$90,000.00

	<b>Total Cost of Base Bid 1.</b>				\$328,500.00
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**Genesis Tech Corporation**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	Mobilization/demonization	1	LS		\$17,000.00
2.	Design and Permit	1	LS		\$12,000.00
3.	Civil Works	1	LS		\$140,000.00
4.	Exterior Work	1	LS		\$52,000.0
5.	Electrical Work Exterior	1	LS		\$14,200.00
6.	Structural Repair	1	LS		\$5,000.00
7.	Unit 1 Ground Floor)	1	LS		\$32,200.00
8.	Unit 2 Ground Floor)	1	LS		\$35,200.00
9.	Unit 3 Second Floor)	1	LS		\$35,200.00
10.	<b>Unit 4 (Second Floor)</b>	1	LS		\$35,200.00
11.	<b>Other Works</b>	1	LS		\$2,000.00
	<b>Total Cost of Base Bid 1.</b>				\$380,000.00

**Surface Solutions.**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	Mobilization/safety signs demobilization	1	LS	\$2,922.43	\$2,922.43
	Civil Works				
2.	Provide 2-1/2" minimum thickness asphalt pavement approximately A=+3,284 sf on new parking this includes pavement marking and wheel stop.	3,284	SF	\$19.30	\$63,366.12
3.	Provide two (2) ADA parking which includes ADA sign.	2	Ea.	\$1,680.40	\$3,360.80
4.	Remove and replace the existing waterline				



	and re-route the water meter outside the property and connect it to the existing water main.	1	LS	\$2,337.95	\$2,337.95
5.	Remove and replace the existing sewer line with PVC and connect to existing sewer line.	1	LS	\$2,337.95	\$2,337.95
5.	Install new 6 ft high chain link fence Approximately L=320 ft see civil site plan	320	LF	\$49.96	\$15,986.04
6.	Install new CMU Fence front with a metal grill on the front. These include plastering and paintings.	51	LF	\$179.39	\$9,148.67
7.	Provide an infiltration trench that meets CNMI and Guam Stormwater management 2006. Professional engineers shall consider water quality volume and prevent clogging using the following, sand, pea gravel geotextile and other applicable.	90	LF	\$73.06	\$6,575.40
8.	Contractor to hire surveyor to determine boundary points and marker of the property.	1	LS	\$7,306.08	\$7,306.08
	<b>Exterior Works</b>				
9.	Pressure washes existing roof before applying roof coating. Provide a minimum of 40 mil thick of elastomeric paint. Contractor to verify the exact dimensions of a roof on-site.	2710	SF	\$10.22	\$27,699.54
9.	Pressure wash before application of new exterior paint such as walls, decorative blocks, handrailing, guardrails, and ceilings, the contractor shall submit material on the selection of color.	4,690	SF	\$2.70	\$12,678.20
10.	Replace all existing handrailing stair and guardrail to meet code requirements to be determined by the architect. See A-2 for the locations. Pipe post and material shall meet ASTM standard.	44	LF	\$584.49	\$25,717.40
11.	Infill concrete at the center of decorative blocks on the second floor.	1	LS	\$1,168.97	\$1,168.97
12.	Install new typhoon shutters to tall windows. Typhoon shutters shall withstand 170 mph.	24	Ea.	\$1,334.58	\$32,029.85
13.	Remove and dispose of all existing window grills in all units to the approved damp site.	24	Ea.	\$80.37	\$1,928.81
	<b>Electrical Work</b>				
14.	Upgrade the main service distribution panel near the concrete stair.	1	LS	\$7,744.44	\$7,744.44
15.	Provide and install exterior lighting (4) locations in the parking area. The electrical engineer shall determine lumens requirements.	4	Ea.	\$547.96	\$2,191.82

	<b>Structural Repair</b>				
15.	Structural roof crack repairs using epoxy injection approximately 40 ft before applying roof coating.	40	FT	\$40.91	\$1,636.56
16.	Structural crack and spall repair in various locations such as Room 4, and some locations on the balcony, 6 decorative blocks need to be replaced to match the existing.	1	LS	\$1,315.09	\$1,315.09
	<b>Unit 1 Ground Floor</b>				
18.	At the entrance and back door, remove and replace the existing wooden door with a new aluminum door and screen door including hardware. All exterior doors shall withstand with a wind velocity of 170 mph and meet BABA reqs.	2	Ea.	\$5,406.50	\$10,813.00
19.	Remove and replace all interior doors with solid core doors including door knob and hardware. Use lever-type lockset on all doors.	3	Ea.	\$2,484.07	\$7,452.20
20.	In bedroom 1 and living room remove and replace existing window with new 4x4 aluminum window and frame (2) two locations. Windows shall withstand velocity 170 mph.	2	Ea.	\$1,811.91	\$3,623.82
21.	At living room, remove and replace existing window with new 5x4 aluminum window and frame. Infill excess opening with reinforce concrete. Windows shall withstand velocity 170 mph.	1	Ea.	\$5,146.40	\$5,146.40
22.	Re-furbish storage in common living area and bedroom 1 drawer.	1	LS	\$2,337.95	\$2,337.95
23.	At restroom, remove and replace existing window with new 2x2 aluminum window and frame to match existing. Windows shall withstand velocity 170 mph. Remove and replace shower valves, medicine cabinets, shower curtain, toilet paper holder and other accessories to match existing.	1	LS	\$2,703.25	\$2,703.25
24.	At restroom, remove and replace existing floor tiles and wall tiles with ceramics. Provide floor drain cover.	148	SF	\$21.15	\$3,129.92
25.	Remove existing kitchen hanging cabinet, counter and counter top. Provide new kitchen hanging cabinets, counter and counter top.	1	LS	\$8,082.39	\$8,082.39
26.	At kitchen, remove and replace water and plumbing connection and accessories to match the existing.	1	LS	\$2,337.95	\$2,337.95



27.	Remove existing wires, cable and provide new wires/cables, and upgrade existing panel.	1	LS	\$2,000.00	\$2,000.00
28.	Remove and replace all existing outlets, switches, and light fixtures to match existing.	1	LS	\$2,454.84	\$2,454.84
29.	All interior wall and ceiling surfaces shall be re-painted, semi-gloss.	2740	SF	\$2.34	\$6,405.97
	<b>Unit 2 Ground Floor</b>				
30.	At the entrance and back door, remove and replace the existing wooden door with a new aluminum door and screen door including hardware. All exterior doors shall withstand with a wind velocity of 170 mph and meet BBA reqs.	2	Ea.	\$5,406.50	\$10,813.00
31.	Remove and replace all interior doors with solid core doors including door knob and hardware. Use lever -type lockset on all doors.	3	Ea.	\$2,484.07	\$7,452.20
32.	In bedroom 1 and living room remove and replace existing with new 4x4 aluminum window and frame (2) two locations. Windows shall withstand velocity 170 mph.	2	Ea.	\$1,811.91	\$3,623.82
33.	At living room, remove and replace existing window with new 5x4 aluminum window and frame. Infill excess opening with reinforce concrete. Windows shall with velocity 170 mph.	1	Ea.	\$5,146.40	\$5,146.40
34.	At restroom, remove and replace existing window with new 2x2 aluminum window and frame to match existing, windows shall withstand velocity 170 mph. Remove and replace shower valves, medicine cabinets, shower curtain,	1	LS	\$2,703.25	\$2,703.25
35.	At restroom, remove and replace existing floor tiles and wall tiles with ceramics. Provide floor drain cover.	99	SF	\$21.12	\$2,091.37
36.	Remove existing kitchen hanging cabinet, counter and counter top. Provide new kitchen hanging cabinets, counter and countertop.	1	LS	\$7,086.90	\$7,086.90
37.	At kitchen, remove and replace water and plumbing connection and accessories to match the existing.	1	LS	\$2,337.95	\$2,337.95
38.	Remove existing wires, cable and provide new wires, cables, and upgrade existing panel.	1	LS	\$6,283.23	\$6,283.23
39.	Remove and replace all existing outlets, switches, and light fixtures to match existing.	1	LS	\$2,279.50	\$2,279.50
40.	All interior wall and ceiling surfaces shall be re-painted, semi-gloss.	2,740	SF	\$2.34	\$6,405.97



41.	<b>Unit 3 (Second Floor)</b>				
42.	At the entrance and back door, remove and replace the existing wooden door with a new aluminum door and screen door including hardware. All exterior doors shall withstand with a wind velocity of 170 mph and meet BABA req's.	2	Ea.	\$5,406.50	\$10,813.00
43.	Remove and replace all interior doors with solid core doors including door knob and hardware. Use lever type lockset on all doors	3	Ea.	\$2,484.07	\$7,452.20
44.	At living room, remove and replace existing window with new 5x4 aluminum window and frame. Infill excess opening with reinforce concrete. Windows shall withstand velocity 170 mph	1	Ea.	\$5,146.40	\$5,146.40
45.	At restroom, remove and replace existing window with new 2x2 aluminum window and frame to match existing. Windows shall withstand velocity 170 mph. Remove and replace shower valves, medicine cabinets, shower curtain, toilet paper holder and other accessories to match existing,	1	ea	\$2,703.25	\$2703.25
46.	At shower area, remove and replace existing floor tiles and wall tiles with ceramics, provide floor drain cover.	99	SF	\$21.12	\$2,091.37
46.	Remove existing kitchen hanging cabinet, counter and counter top, provide new kitchen hanging cabinets, counter and counter top.	1	LS	\$7,086.90	\$7,086.90
47.	At kitchen, remove and replace water and plumbing connection and accessories to match the existing.	1	LS	\$2,337.95	\$2,337.95
48.	Remove existing wires, cable and provide new wires, cables, and upgrade existing panel. Remove and replace all existing outlets, switches, and light fixtures to match existing.	1	LS	\$8,562.73	\$8,562.73
49.	All interior wall and ceiling surfaces shall be re-painted, (semi-gloss).	2,780	SF	\$2.34	\$6,499.49
	<b>Unit 4 (Second Floor)</b>				
50.	At the entrance and back door, remove and replace the existing wooden door with a new aluminum door and screen door including hardware. All Exterior doors shall withstand with a velocity of 170 mph and meet BABA				

	req's.	2	Ea.	\$5,406.50	\$10,813.00
51.	Remove and replace all interior doors with solid core doors including door knob and hardware, use lever type lockset on all doors.	3	Ea.	\$2,484.07	\$7,452.20
52.	At living room, remove and replace existing window with new 5x4 aluminum window and frame. Infill excess opening with re-reinforce concrete. Windows shall withstand velocity 170 mph.	1	Ea.	\$5,146.40	\$5,146.40
53.	At restroom, remove and replace existing window with new 2x2 aluminum window and frame to match existing, windows shall withstand velocity 170 mph. Remove and replace shower valves, medicine cabinets, shower curtain, toilet paper holder and other accessories to match existing,	1	Ea.	\$2,703.25	\$2,703.25
54.	At shower area, remove and replace existing floor tiles and wall tiles with ceramics, provide floor drain cover.	99	SF	\$21.12	\$2,091.37
55.	Remove existing kitchen hanging cabinet, counter and counter top, provide new kitchen hanging cabinets, counter and countertop.	1	LS	\$7,086.90	\$7,086.90
56.	At kitchen, remove and replace water and plumbing connection and accessories to match existing.	1	LS	\$2,337.95	\$2,337.95
57.	Remove existing wires, cable and provide new wires, cables, and upgrade existing panel. Remove and replace all existing outlets, switches, and light fixtures to match existing.	1	LS	\$8,562.73	\$8,562.73
58.	All interior wall and ceiling surfaces shall be re-painted, semi-gloss.	2780	SF	\$2.34	\$6,499.49
59.	Refurbish storage in common living area	1	LS	\$2,337.95	\$2,337.95
	<b>Total Cost of Base Bid 1.</b>				<b>\$447,888.00</b>

The Guam Housing and Urban Renewal Authority (GHURA's) mission/purpose is 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 dwellings for low to moderate-income families, through all available federal and local governmental programs and through encouragement of Guam's private enterprises to participate in the common task of improving our island community, while upholding family values.

GHURA has acquired a 4-unit apartment complex in Agana Heights that requires substantial rehabilitation. In order to meet HUD requirements, rehabilitation work is needed to bring the project into compliance and allow for these units to be occupied by qualified individuals/families. Rehabilitation

includes the following: Civil/Utility Work.


In review of the bid result: Guam Evergreen Construction provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award of 180 consecutive calendar days for construction with no option periods not to exceed the amount of \$289,900.00.



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
 ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

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

**DATE:** September 11, 2024

**SUBJECT:** Intent of Award  
 IFB GHURA-24-12;  
 Rehabilitation of the Bradley Building

Bid opening for the subject project was held on August 14, 2024, at 2:00 p.m. A total of 6 bidders registered for the bid and given bid specifications of which 4 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	120 Consecutive Calendar Days
1	Genesis Tech. Corp	[X] Cashier's Check 15%	\$183,000.00
2	O.H. Construction	[X] Bid Bond 15%	\$172,000.00 Deemed non-responsive and responsible, based on not meeting the requirements.
3	Surface Solutions	[X] Cashiers' Check 15%	\$269,888.00
4.	Asia Pacific International, Inc.	[X] Cashier's Check 15%	\$462,890.00
<b>Government Estimate</b>			<b>\$237,933.31</b>

A breakdown is required for each item description as noted below

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**Genesis Tech. Corp**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Base Bid 1</b>				
1.	Administrative Works	1	LS		\$12,000.00
2.	Civil Works	1	LS		\$35,000.00
3.	Exterior Works	1	LS		\$26,000.00
4.	Interior Works	1	LS		\$40,000.00
5.	Bathroom Toilet	1	LS		\$20,000.00
6.	Kitchen (Second Floor)	1	LS		\$20,000.00
7.	Electrical Works	1	LS		\$20,000.00
8.	Other Works	1	LS		10,000.00
	<b>Total Cost of Base Bid 1.</b>				<b>\$183,000.00</b>

**O.H Construction**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	Administrative Works				\$20,000.00
2.	Design and Permit, Professional Service Fees				\$0.00
3.	Civil Works				\$20,000.00
4.	Cut and remove all overgrown grass in the properties				\$0.00
5.	New Install 8' high chain-link fence with gate				\$0.00
6.	Exterior Works/Roof Coating and painting, replacement of existing ramp and railing.				\$60,000.00
7.	Interior Works/Renovation of 1 <sup>st</sup> floor and 2 <sup>nd</sup> floor includes bathroom and kitchen, electrical work, New A/C Installation.				\$62,000.00

8.	Demolition and Disposal				\$10,000.00
	<b>Total Cost of Base Bid 1.</b>				\$172,000.00

**Surface Solutions**  
**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
	<b>Interior Works</b>				
1.	Remove and replace the existing double wooden door at the entrance, single wooden at the back of the building, and all exterior doors on the second floor with a new metal door including a lockset and hardware, with a screen door including hardware. The exterior door shall withstand with a wind velocity of 170 mph.	4		\$2,287.30	\$9,149.20
2.	All 6 ft x 4 ft windows were temporarily covered with cement board and provided angular or c-channel and anchoring for the support.	13	ea.	\$853.26	\$11,092.40
3	Provide all existing wooden wall partitions	250	LF	\$14.90	\$3,724.45
4.	Prepare for new epoxy paint for first floor and second floor approximately A=3378 sf.	3378	SF	\$3.57	\$12,063.99
5.	Provide new wooden partitions and install met	250	LF	\$146.39	\$36,596.81
6.	Re-paint all interior walls and ceiling. Coordinate with GHURA for color.	8250	SF	\$2.01	\$16,571.12
7.	Provide reception counter/receiving area at ground floor.	1	LS	\$2,240.07	\$2,240.07
8.	Remove and replace the existing door including door frame and hardware in bedroom 1, bedroom 2, and bedroom 3. Use a solid core door.	3	ea	\$593.75	\$1,781.26
	<b>General Requirements</b>				
9.	Mobilization/safety signs/demobilization	1	LS	\$2,968.77	\$2,968.77
	<b>Civil Works</b>				



10.	Cut and remove all overgrown grass in all the properties.	1	LS	\$5,937.54	\$5,937.54
11.	Clean, flush and de-clog existing sewer line.	1	LS	\$1,484.38	\$1,148.38
12.	Install 8 ft high chain-link-fence around the perimeter approximately L=190ft and provide 12 ft wide chain-link gate A.	190	LF	\$139.92	\$26,583.97
	<b>Exterior Works</b>				
13.	Pressure washes the entire wall and roof before applying roof coating. Provide a minimum of 40 mil thick of elastomeric paint. The contractor is to verify the dimensions of a wall and roof on-site.	2200	SF	\$5.95	\$13,089.57
14.	Pressure wash before application of exterior wall paint. The contractor shall submit material submittal on the selection of color.	4500	SF	\$3.12	\$14,061.16
15.	Remove and replace the existing ramp and stair railing to meet requirements.	100	LF	\$446.39	\$44,639.48
16.	Pressure wash and clean and ensure in working condition to locking system works.	500	SF	\$1.13	\$566.76
	<b>Bathroom Toilet</b>				
17.	At the toilet, clean the floor, and wall tiles and replace water closet, remove and replace shower assemblies and accessories. Provide a new medicine cabinet, shower curtain, toilet paper holder and mirror.	1	LS	\$10,228.76	\$10,228.76
18.	Replace existing shower valves and accessories.	1	LS	\$1,187.51	\$1,187.51
19.	Provide new solid core door.	2	ea	\$3,427.58	\$6,855.16
	<b>Kitchen (Second Floor)</b>				
20.	Remove and replace the existing kitchen under the counter floor to match the existing.	1	LS	\$12,360.87	\$12,360.87
21.	Remove and replace sink and faucet	1	Ea	\$1,484.38	\$1,484.38
	<b>Electrical Works</b>				
22.	Remove and replace existing wires, and cable to match existing and upgrade existing panel.	1	LS	\$11,146.37	\$11,146.37
23.	Remove and replace all existing outlets, switches, and light fixtures to match existing in kind	1	LS	\$5,937.54	\$5,937.54
	<b>Mechanical Works</b>				

24.	Remove and replace all existing aircon units on living, all bedrooms both first and second floor. Contractor to hire Engineer sized up and calculation the load required for each room.	1	LS	\$18,136.47	\$18,136.47
	<b>Total Cost of Base Bid 1.</b>				\$269,888.00

**Asia-Pacific International, Inc.**

**Base Bid Item No. 1**

Item #	Item Description	Estimated Quantity	Unit		Unit Bid Price
			Measure	Price	
1.	<b>Total Cost of Base Bid 1.</b>				\$462,890.00

The Guam Housing and Urban Renewal Authority (GHURA's) 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.

The Guam Housing and Urban Renewal Authority's (GHURA) mission is to provide affordable, decent, safe and sanitary housing. Maintaining the newly acquired building is essential to ensure that the facilities owned and managed by GHURA are well-cleaned and hazard-free for the community.


In review of the bid result: Genesis Corp Tech provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award of 120 calendar days for construction with no option periods not to exceed the amount of \$183,000.00.



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
ATURIDAT GINIMA YAN RINUEBAN SIUDAT**

**MEMORANDUM:**

**TO:** Board of Commissioners

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

**DATE:** September 11, 2024

**SUBJECT:** Intent of Award  
IFB GHURA-24-13;  
Office Cubicle and Carpet Replacement

Bid opening for the subject project was held on August 21, 2024 at 2:00 p.m. A total of 4 bidders registered for the bid and given bid specifications of which 4 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Vendor:	Bid Bond	Delivery date as specified 60-90 days
1	Hanssem Quality Office Furniture	[ ]	\$22,809.96 Awarded line items, 1.
2	The Americana Suppliers	[ ] Cashier's Check 15%	\$ 3,050.00 Awarded line items, 2, and 3.
<b>Total Cost</b>			<b>\$25,859.96</b>
<b>Government Estimate</b>			<b>\$150,000.00</b>

A breakdown for each item description as noted below:

**I. BID ITEM(s)**

**Vendor: Hanssem Quality Office Furniture**

<u>Item No.</u>	<u>Description</u>	<u>QTY</u>	<u>Monthly Cost</u>	<u>Annual Cost</u>
1.0	Breakdown costs:			
	Work station 1-2		<u>\$9,818.56</u>	<u>\$22,809.96</u>
	Workstation-3		<u>\$6,866.15</u>	
	Workstation-4		<u>\$6,125.25</u>	

2.0	Carpet/Removal Installation	1	<u>\$No Bid</u>	<u>\$No Bid</u>
3.0	Office Chairs	6	<u>\$365.00</u>	<u>\$2,190.00</u>

**Vendor: M80 Systems:**

<u>Item No.</u>	<u>Description</u>	<u>QTY</u>	<u>Monthly Cost</u>	<u>Annual Cost</u>
1.0	Cubicle Workstation	4	<u>31,210.58</u>	<u>31,210.58</u>
2.0	Carpet/Removal Installation	1	<u>\$9,103.68</u>	<u>\$9,103.68</u>
3.0	Office Chairs	6	<u>\$2,768.04</u>	<u>\$2,768.04</u>

**Vendor: The Americana Suppliers:**

<u>Item No.</u>	<u>Description</u>	<u>QTY</u>	<u>Monthly Cost</u>	<u>Annual Cost</u>
1.0	Cubicle Workstation	4	<u>\$12,285.00</u>	<u>\$49,140.00</u>
2.0	Carpet/Removal Installation	1	<u>\$2,000.00</u>	<u>\$2,000.00</u>
3.0	Office Chairs	6	<u>\$175.00</u>	<u>\$1,050.00</u>

**Vendor: JMI-Edison:**

<u>Item No.</u>	<u>Description</u>	<u>QTY</u>	<u>Monthly Cost</u>	<u>Annual Cost</u>
1.0	Cubicle Workstation	4	<u>\$32,500.00</u>	<u>\$32,500.00</u>
2.0	Carpet/Removal Installation	1	<u>\$No Bid</u>	<u>\$No Bid</u>
3.0	Office Chairs	6	<u>\$409.78</u>	<u>\$2,458.68</u>
/				
/				
/				
/				
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The Guam Housing and Urban Renewal Authority (GHURA's) 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.

With the increase number of employees, there is a need to provide office space accommodations for our employees. Installation of cubicles will 1) reconfigure office layout to provide more efficient space for staff, and 2) create a more efficient workplace by grouping staff together that allows for more collaboration and privacy. The carpet would also be replaced due to the mold, mildew and wear and tear.

In review of the bid result: Hanssem Quality Office Furniture and The Americana Suppliers provided the lowest responsive and responsible bid. After further clarification, the committee members determined to proceed with the award, and not to exceed the amount of \$25,859.96.



# 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

**Fernando B. Esteves – Deputy Director**  
**Review Period: 08/22/2023 – 08/21/2024 (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, Mr. Fernando B. Esteves earned an **“Outstanding”** performance evaluation rating and will be **retained** as GHURA’s Deputy Director. This performance evaluation period covers the annual salary increment anniversary for the review period (08/22/2023 – 08/21/2024). 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 **“Outstanding”** performance evaluation, the GHURA Board of Commissioners, this will equate to a 2% salary increment, pursuant to our Personnel Rules and Regulations and BOC Resolution FY2022-006.

Prepared by: K.K. Bersamin, Personnel Services Administrator, DBA, SPHR, SHRM-SCP

*King Juan Par*  
09/18/2024



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

Employee Name <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
Period of Report From: <b>08/22/2023</b> To: <b>08/21/2024</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.

*Rec 8/20/24*  
*WJW*

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

Deputy Director Esteves continues to demonstrate his commitment to GHURA's mission and his dedication to advancing our community. His performance is exemplary and the work that he has done continues to speak for itself. The Deputy Director's capacity for strategic insight is on point. Further, his deep understanding of the systems, coupled with innovation insight, prove a powerful combination toward the overall direction of GHURA's potentiality.





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

Employee Name	Position Classification / Title			Employee ID No.		
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	780
<b>FERNANDO B. ESTEVES</b>						
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)						
<i>1. Leadership</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>2. Strategic Planning</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>5. Promotes Ethics</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>6. Builds Relationships</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>7. Decision Making</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>10. Promotes Diversity</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation &amp; Maintenance of Section 8 and AMP's</i>	<input checked="" type="checkbox"/>	<input 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)**

<b>Employee Name</b> FERNANDO B. ESTEVES	<b>Position Classification / Title</b> Deputy Director (Unclassified)			<b>Employee ID No.</b> 780	
<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Comments/Justification:</b> The Deputy's work reflects his mindfulness for the people we serve and the potential of GHURA to be more for the greater community at large.					
<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> The Deputy's commitment to standards, streamlining, operational efficiency, and adherence to policy/regulations (local and federal is clear.					



**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: August 26, 2024

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 <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
---------------------------------------------	--------------------------------------------------------------------------	-------------------------------

**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.)

*Please see attached.*

\_\_\_\_\_  
Employee Signature

*17 SEP 2024*  
\_\_\_\_\_  
Date



# GHURA

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September 17, 2024

**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. Corpuz**  
Resident Commissioner

**Elizabeth F. Napoli**  
Executive Director

**Fernando B. Esteves**  
Deputy Director

## MEMORANDUM

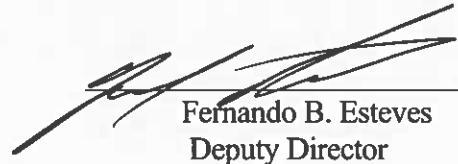
**TO:** John R. Rivera, PhD, Chairman, GHURA Board of Commissioners

**FROM:** Fernando B. Esteves, Deputy Director

**SUBJECT:** 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Chairman for your continued support of the agency and the work that we do. Thank you for your kinds words. I am grateful for your vote of confidence in the work I do and my vision for the agency. Thank you for the opportunity to continue working to make our strategic vision a reality.

  
\_\_\_\_\_  
Fernando B. Esteves  
Deputy Director



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

*Handwritten:* 08/21/2024

Employee Name <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
Period of Report From: <b>08/22/2023</b> To: <b>08/21/2024</b>	Reason for Report <input type="checkbox"/> Semi-Annual (Initial) <input checked="" type="checkbox"/> Annual	

NAME OF RATER: NATHANIEL SANCHEZ

## 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. 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.

### 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

**FERNANDO B. ESTEVES**

Position Classification / Title

**Deputy Director (Unclassified)**

Employee ID No.

**780**

**PART II - EXPECTATIONS OF EXECUTIVES:** Completed by Supervisor  
(Check the rating that applies to each)

	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Unsatisfactory
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 Section 8 and AMP's	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



## GUAM HOUSING AND URBAN RENEWAL AUTHORITY

Management Performance Evaluation (EMPE) – 02/21/2023

# EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
---------------------------------------------	--------------------------------------------------------------------------	-------------------------------

**PART III - STANDARDS** *(Completed by Supervisor)*

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

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Comments/Justification:**

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

	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**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: 05-29-24

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

FERNANDO B. ESTEVES

Position Classification / Title

Deputy Director (Unclassified)

Employee ID No.


780

### 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.)  
Please see attached.

  
Employee Signature

05-29-24  
Date



# GHURA

Guam Housing and Urban Renewal Authority  
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September 17, 2024

**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

## MEMORANDUM


TO: Nathanael P. Sanchez, Vice-Chairman, GHURA Board of Commissioners

FROM: Fernando B. Esteves, Deputy Director

SUBJECT: 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Vice-Chairman for your continued support of the agency and the work that we do. I am grateful for your vote of confidence in the work I do and my vision for the agency. Thank you for the opportunity to continue my work with GHURA.



Fernando B. Esteves  
Deputy Director



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

Employee Name: **FERNANDO B. ESTEVES** Position Classification / Title: **Deputy Director (Unclassified)** Employee ID No.: **780**

Period of Report: From: **08/22/2023** To: **08/21/2024** Reason for Report:  Semi-Annual (initial)  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.

*See 8/17/2024*

**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			Employee ID No.		
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	780
<b>FERNANDO B. ESTEVES</b>						
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)						
<i>1. Leadership</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>2. Strategic Planning</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>5. Promotes Ethics</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>6. Builds Relationships</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>7. Decision Making</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>10. Promotes Diversity</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation &amp; Maintenance of HUD Plans and Projects</i>	<input checked="" type="checkbox"/>	<input 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>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>			Employee ID No. <b>780</b>	
<b>PART III - STANDARDS</b> (Completed by Supervisor)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
Performance Standard: (Customer Focus)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:					
Performance Standard: (Adherence to Policy and Federal HUD Regs)	<input checked="" type="checkbox"/>	<input 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
- HIGHLY SATISFACTORY
- SATISFACTORY
- MARGINAL
- 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 *Anisia Delia* Aug. 13, 2024 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 <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
---------------------------------------------	--------------------------------------------------------------------------	-------------------------------

**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.)*  
*Please see attached.*

\_\_\_\_\_  
Employee Signature

*September 17, 2024*  
\_\_\_\_\_  
Date



# 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)



September 17, 2024

**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

## MEMORANDUM

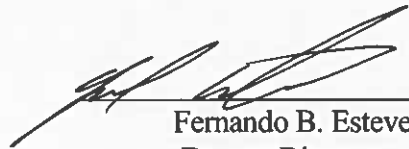
**TO:** Anisia S. Delia, Commissioner, GHURA Board of Commissioners

**FROM:** Fernando B. Esteves, Deputy Director

**SUBJECT:** 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Commissioner Delia for your continued support of the agency and the work that we do. My commitment to our mission and the broader contributions we can make for our entire community is a passion that drives me. I am grateful for your vote of confidence in the work I do and my vision for the agency.

  
\_\_\_\_\_  
Fernando B. Esteves  
Deputy Director



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

Employee Name <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
Period of Report From: <b>08/22/2023</b> To: <b>08/21/2024</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

NAME OF RATER: Victor Torres *(Signature)*

## 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.

*Handwritten note:* 08/21/2024 VTT

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

During the short time that I have been on the Board of Commissioners I observed the employee striving to complete as many of the strategic plans objectives as is possible. These include numerous construction projects to either upgrade existing facilities or develop new ones. And the upgrade of the agencies IT, addition of personnel to fill in the gaps in agency expertise all contribute to providing responsive quality services with the addition of these tools and expertise.





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

Employee Name	Position Classification / Title	Employee ID No.		
		Deputy Director (Unclassified)	Satisfactory	Marginal
<b>FERNANDO B. ESTEVES</b>	<b>Deputy Director (Unclassified)</b>	<b>780</b>		
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)				
<i>1. Leadership</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>2. Strategic Planning</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>5. Promotes Ethics</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>6. Builds Relationships</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>7. Decision Making</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>10. Promotes Diversity</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation &amp; Maintenance of HUD Plans and Projects</i>	<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>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>			Employee ID No. <b>780</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>
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Comments/Justification:</b>  In the short time I have been on the GHURA Board of Commissioners Mr. Esteves has shown that the projects that they, upper management, are undertaking are meant to focus on the agencies customers. This includes external customers who are clients of recipients of the various programs and projects that the agency is undertaking. As well internal customers such as staff are also the beneficiaries of the internal focus that upper management is making to improve the working conditions, salaries and efficiencies of the agency.					
Performance Standard: <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>  In the short time I have been on the GHURA Board of Commissioners Mr. Esteves has shown that the projects that they, upper management, are undertaking are meant to ensure compliance with the various policies and Federal Regulations of HUD.					

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. H. Torres*  
*Victor Robert Hara Torres*

Victor R. Torres, Member, GHURA BOARD OF COMMISSIONERS      Date: August 19, 2024

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 <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
---------------------------------------------	--------------------------------------------------------------------------	-------------------------------

**COMPLETE BY EMPLOYEE:**

<sup>il</sup> 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.)*

*Please see attached.*

\_\_\_\_\_  
Employee Signature

\_\_\_\_\_  
Date



# GHURA

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September 17, 2024

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

**Joshua F. Tenorio**  
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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

## MEMORANDUM

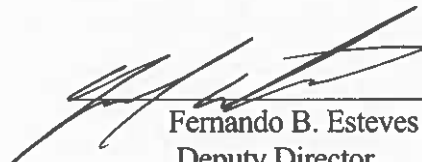
TO: Victor R. Torres, Commissioner, GHURA Board of Commissioners

FROM: Fernando B. Esteves, Deputy Director

SUBJECT: 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Commissioner Torres for your continued support of the agency and the work that we do. Please let me know if there are improvements you envision that I may increase my Highly-Satisfactory ratings. I welcome any opportunity to improve and grow. I am grateful for your vote of confidence in the work I do and my vision for the agency.

  
\_\_\_\_\_  
Fernando B. Esteves  
Deputy Director



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

Employee Name **FERNANDO B. ESTEVES**

Position Classification / Title  
**Deputy Director (Unclassified)**

Employee ID No. **780**

Period of Report  
 From: **08/22/2023**

To: **08/21/2024**

Reason for Report  
 Semi-Annual (Initial)

Annual

NAME OF RATER: **E.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.

*Rec'd for state/2023*





**EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)**

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

Deputy Director Fernando Esteves has shown a marked capacity and capability in complimenting the leadership of the standing director through his meticulous and inclusive approach of assessing the impacts of challenges faced by the various departments and divisions. This method of utilizing his knowledge and understanding of the rules and regulations concerning both HUD and GHURA whilst simultaneously ensuring that all involved parties are left with comprehensive knowledge and cognizance of the myriad variables has facilitated well-ordered executions of solutions in the pursuit of achieving realistic goals for the agency.

NAME OF RATER: E. E. PRICE

PART I - SELF-ASSESSMENT (Completed by Executive)

**A. Mission, Vision, and Strategic Objectives**

Our mission is to provide a safe and secure environment for all our citizens. Our vision is to be the most innovative and efficient organization in the state. Our strategic objectives are to: 1. Increase the safety and security of our citizens. 2. Improve the quality of our services. 3. Enhance the efficiency of our operations. 4. Increase the transparency of our financials. 5. Strengthen our relationships with our stakeholders.

**B. Strategic Plan Objectives (Address each objective in a separate paragraph)**

- To increase the safety and security of our citizens by implementing a comprehensive risk management program.
- To improve the quality of our services by investing in training and development for our employees.
- To enhance the efficiency of our operations by adopting new technologies and streamlining our processes.
- To increase the transparency of our financials by implementing a robust financial reporting system.
- To strengthen our relationships with our stakeholders by engaging them in our decision-making process.

**C. Activities Implemented to Meet Objectives**

- Conducted a comprehensive risk assessment to identify potential threats and vulnerabilities.
- Implemented a robust risk management program, including the development of risk registers and the implementation of control measures.
- Invested in training and development programs for our employees, including the implementation of a leadership development program.
- Adopted new technologies, including the implementation of a cloud-based financial reporting system.
- Streamlined our processes by eliminating unnecessary steps and automating repetitive tasks.
- Engaged our stakeholders through the implementation of a stakeholder engagement program, including the holding of regular meetings and the publication of our annual report.



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



Employee Name	Position Classification / Title	Employee ID No.
<b>FERNANDO B. ESTEVES</b>	<b>Deputy Director (Unclassified)</b>	<b>780</b>
<b>PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor</b> (Check the rating that applies to each)		
<b>1. Leadership</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>2. Strategic Planning</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>3. Communicates Vision and Direction</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>4. Champions Innovation</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>5. Promotes Ethics</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>6. Builds Relationships</b>	<input type="checkbox"/> Outstanding <input checked="" type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>7. Decision Making</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>8. Leads Change</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>9. Inspires and Directs Action</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>10. Promotes Diversity</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>11. Accountability / Fiscal / Fiduciary Responsibility</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>12. Business Acumen</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>
<b>13. Effective Operation &amp; Maintenance of HUD Plans and Projects</b>	<input checked="" type="checkbox"/> Outstanding <input type="checkbox"/> Highly Satisfactory <input type="checkbox"/> Satisfactory <input type="checkbox"/> Marginal <input type="checkbox"/> Unsatisfactory	<input checked="" type="checkbox"/>



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



Employee Name: **FERNANDO B. ESTEVES** Position Classification / Title: **Deputy Director (Unclassified)** Employee ID No.: **780**

**PART III - STANDARDS (Completed by Supervisor)**

Performance Standard: <i>(Customer Focus)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Unsatisfactory
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

**Comments/Justification:**

This section is for providing detailed comments and justification for the performance evaluation. It includes a grid for marking performance levels (Outstanding, Highly Satisfactory, Satisfactory, Marginal, Unsatisfactory) for each standard.

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

Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Unsatisfactory
Performance Standard: <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"/>

**Comments/Justification:**

This section is for providing detailed comments and justification for the performance evaluation. It includes a grid for marking performance levels (Outstanding, Highly Satisfactory, Satisfactory, Marginal, Unsatisfactory) for each standard.



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

- OUTSTANDING
- SATISFACTORY
- MARGINAL
- UNSATISFACTORY

Employee name: FERRIN, JAMES Position: Deputy Director (Functions)

RETAIN  NOT RETAIN

CURRENT  DO NOT CURRENT

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

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

Anisia S. Della, 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: **FERNANDO B. ESTEVES** Position Classification / Title: **Deputy Director (Unclassified)** Employee ID No.: **780**

### 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.)*  
*Please see attached.*

  
Employee Signature

9/17/2024  
Date



# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudat 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)



September 17, 2024

**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

## MEMORANDUM

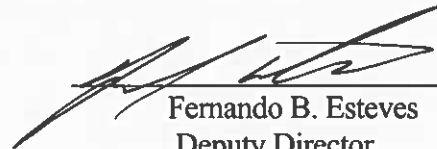
TO: Emilia F. Rice, Commissioner, GHURA Board of Commissioners

FROM: Fernando B. Esteves, Deputy Director

SUBJECT: 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Commissioner Rice for your continued support of the agency and the work that we do. Please let me know if there are improvements you envision that I may improve in building relationships. I welcome any opportunity to improve and grow. I am grateful for your vote of confidence in the work I do and my vision for the agency. Thank you for the opportunity to continue my work with GHURA.

  
\_\_\_\_\_  
Fernando B. Esteves  
Deputy Director





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

Employee Name <b>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
Period of Report From: <b>08/22/2023</b> To: <b>08/21/2024</b>	Reason for Report <input type="checkbox"/> Semi-Annual (Initial) <input checked="" type="checkbox"/> Annual	

NAME OF RATER: PAR / E. CONDO

## 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. 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.

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

*Very well stated*

A narrow path that needed to be followed. Roles that can't be bent or twisted.  
Getting the correct way is not always the easy way.

I've seen Fernando on this path and how he is courageous enough not to  
back down despite the discomagement he's faced. Always's Asking where he can  
He brings his support when and where it's needed



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

Employee Name

**FERNANDO B. ESTEVES**

Position Classification / Title

**Deputy Director (Unclassified)**

Employee ID No.

**780**

**PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor**  
(Check the rating that applies to each)

	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-satisfactory</b>
1. <i>Leadership</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. <i>Strategic Planning</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. <i>Communicates Vision and Direction</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. <i>Champions Innovation</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. <i>Promotes Ethics</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. <i>Builds Relationships</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. <i>Decision Making</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. <i>Leads Change</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. <i>Inspires and Directs Action</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. <i>Promotes Diversity</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. <i>Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. <i>Business Acumen</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. <i>Effective Operation &amp; Maintenance of Section 8 and AMP's</i>	<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>FERNANDO B. ESTEVES</b>	Position Classification / Title <b>Deputy Director (Unclassified)</b>	Employee ID No. <b>780</b>
---------------------------------------------	--------------------------------------------------------------------------	-------------------------------

**PART III - STANDARDS** *(Completed by Supervisor)*

	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Unsatisfactory</b>
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**Performance Standard:** *(Customer Focus)*

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Comments/Justification:**

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

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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**Comments/Justification:**

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

OUTSTANDING

HIGHLY SATISFACTORY

SATISFACTORY

MARGINAL

RETAIN

NOT RETAIN

UNSATISFACTORY

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:

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: *08/27/2024*





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

Employee Name

FERNANDO B. ESTEVES

Position Classification / Title

Deputy Director (Unclassified)

Employee ID No.

780

### 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.)

Please see attached,

Employee Signature

9/17/24

Date





# GHURA

Guam Housing and Urban Renewal Authority  
Aturidat Ginima' Yan Rinueban Siudat 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

September 17, 2024

## MEMORANDUM

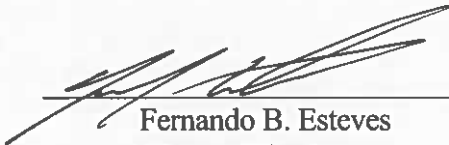
**TO:** Karl E. Corpus, Commissioner, GHURA Board of Commissioners

**FROM:** Fernando B. Esteves, Deputy Director

**SUBJECT:** 2024 Annual Performance Evaluation

Hafa Adai,

Thank you Commissioner Corpus for your continued support of the agency and the work that we do. I am appreciative of the kind words that, I believe, accurately reflect my character as a leader. I am grateful for your vote of confidence in the work I do and my vision for the agency. Thank you for the opportunity to continue my work with GHURA.

  
\_\_\_\_\_  
Fernando B. Esteves  
Deputy Director



# GHURA

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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.”



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Governor of Guam

**Joshua F. Tenorio**  
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**John J. Rivera**  
Chairman

**Nathanael P. Sanchez**  
Vice Chairman

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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

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

**Elizabeth F. Napoli – Executive Director**  
**Review Period:** 07/08/2023 – 07/07/2024 (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 (07/08/2023 – 07/07/2024). 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.

Prepared by: K.K. Bersamin, Personnel Services Administrator, DBA, SPHR, SHRM-SCP



# 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>07/08/2023</b> To: <b>07/07/2024</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.

*Rec 8/26/24*

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

GHURA continues to be a great agency under the leadership of the Executive Director. GHURA's scope, nature, and responsibility to the community is unparalleled. Here, the Executive Director leads by ensuring compliance and fosters continuous development by allowing her people to find new and better ways to serve our community.



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

Employee Name	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728					
		Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	
<b>ELIZABETH F. NAPOLI</b>							
<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"/>	<input type="checkbox"/>
2. Strategic Planning		<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
4. Champions Innovation		<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
6. Builds Relationships		<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
8. Leads Change		<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
10. Promotes Diversity		<input checked="" type="checkbox"/>	<input 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"/>	<input type="checkbox"/>
12. Business Acumen		<input checked="" type="checkbox"/>	<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"/>	<input type="checkbox"/>





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

<b>Employee Name</b> ELIZABETH F. NAPOLI	<b>Position Classification / Title</b> Executive Director (Unclassified)			<b>Employee ID No.</b> 728	
<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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Comments/Justification:</b> Executive Director Liz is client centric and community focused.					
<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> 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: August 26, 2024

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 <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
---------------------------------------------	-----------------------------------------------------------------------------	-------------------------------

**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.)

*It continues to be a pleasure working with the support of the Board under your chairmanship. I am extremely grateful for the positive feedback and confidence in my leadership. I am committed to GHURA's long-term successes of its mission.*

*E. Napoli*  
Employee Signature

*09/10/2024*  
Date



*Rec'd 5/21/2024*

# 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>07/08/2023</b> To: <b>07/07/2024</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 SUNKER

**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.

**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)

**GHURA**

Employee Name

**ELIZABETH F. NAPOLI**

Position Classification / Title

**Executive Director (Unclassified)**

Employee ID No.

**728**

**PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor**  
(Check the rating that applies to each)

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*

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Un-satisfactor y

Marginal

Satisfactor y

Highly Satisfactor y

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY**

Management Performance Evaluation (EMPE) – 01/07/2023



# 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 III - STANDARDS** *(Completed by Supervisor)*

	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Unsatisfactory</b>
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Performance Standard: *(Customer Focus)*

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Comments/Justification:

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

<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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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: 05-27-24

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

Victor H. 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)

**G H U R A**

Employee Name

ELIZABETH F. NAPOLI

Position Classification / Title

Executive Director (Unclassified)

Employee ID No.

728

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 unwavering support.*

Employee Signature

*EN Napoli - 05/29/24*

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>07/08/2023</b> To: <b>07/07/2024</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual	

NAME OF RATER: Anisia Delia

## 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. 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.

*Doc 8/19/24*

**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. 728						
		Outstanding	Highly Satisfactory	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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>



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

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

**Performance Standard:** (Customer Focus)

**Comments/Justification:**

<b>Performance Standard:</b> (Adherence to Policy and Federal HUD Regs)	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Un-Satisfactory</b>
	<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: *Aug 13, 2024*  
*Anisia Delia*

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**

**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 vote of confidence to retain me as GHURA's Executive Director. I am dedicated to the long-term achievements of GHURA's mission.*

*E. Napolí*

Employee Signature

*09/12/2024*

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>
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Period of Report From: <b>07/08/2023</b> To: <b>07/07/2024</b>	Reason for Report <input type="checkbox"/> Semi-Annual (initial) <input checked="" type="checkbox"/> Annual
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**PART I - SELF-ASSESSMENT** (Completed by Executive)      NAME OF RATER: Victor R. Ibanez

**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.

*Dec 15/24*

**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	
<b>ELIZABETH F. NAPOLI</b>					<b>728</b>
<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"/>
2. Strategic Planning		<input checked="" 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"/>
4. Champions Innovation		<input checked="" 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"/>
6. Builds Relationships		<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. Decision Making		<input checked="" type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. Leads Change		<input checked="" 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"/>
10. Promotes Diversity		<input checked="" type="checkbox"/>	<input checked="" 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"/>
12. Business Acumen		<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. Effective Operation & Maintenance of HUD Plans and Projects		<input checked="" type="checkbox"/>	<input checked="" 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>
<b>Performance Standard:</b> (Customer Focus)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Comments/Justification:</b> In the short time I have been a Commissioner Director Napoli has shown leadership, visions and planning in meeting the mission of the agency by striving to address the objectives of the Strategic Plan. The various projects and activities brought before the board address the external customers of clients of the agency and the public in general through maintenance of existing facilities and acquisition and renovation of new ones. She also has addressed the needs of staff and organization for an upgraded computer network and personnel needed for operations.					
<b>Performance Standard:</b> (Adherence to Policy and Federal HUD Regs)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<b>Comments/Justification:</b> From what I have seen brought to the board are resolutions and other plans and documents to adopt in order to be in alignment to local and federal policy and Federal Housing and Urban Development's regulations. This indicated to me Director Napoli is working hard to be in compliance.					

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: *June 25, 2024*

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**

**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 am humbled by your positive feedback on my leadership. GHURA is fortunate to have you join our Board of Commissioners. I look forward to your contributions to GHURA's mission.*

*E. Napoli*

Employee Signature

*09/12/2024*

Date





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

REC'D  
7/30/2024

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>07/08/2023</b> To: <b>07/07/2024</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: E. F. Rice

- 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.

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

Executive Director Elizabeth Napoli continues to show growth and strength in her leadership of GHURA. She acknowledges division challenges, listens, asks questions and works with departments heads to formulate feedback /recommendations. Through the continued guidance of Executive Director Elizabeth Napoli, GHURA has continued on its path of an elevated and exemplary standard of professionalism most notably through the maintenance and support of the team of professionals that have been retained and employed within the agency. The fostering of her professional cooperation with the Deputy Director and other department managers has upheld the agency's capacity to maintain compliance of operations in accordance with established mandates, guidelines, timelines, and budgetary constraints.

In the event of project obstacles arises to bar progress for the agency, she and the team continue to present active measures, assessments, and remediation actions to overcome these standing obstacles leading to swift resolutions after the SOP directives have been applied and enacted with utmost professionalism and a visible effort towards completion and overall satisfaction of project goals.



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



Employee Name	Position Classification / Title	Position Classification / Title			Employee ID No.
		Outstanding	Highly Satisfactory	Satisfactory	
<b>ELIZABETH F. NAPOLI</b>	<b>Executive Director</b>				<b>728</b>
<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"/>
2. Strategic Planning		<input type="checkbox"/>	<input checked="" 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"/>
4. Champions Innovation		<input checked="" 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"/>
6. Builds Relationships		<input checked="" 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"/>
8. Leads Change		<input checked="" 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"/>
10. Promotes Diversity		<input checked="" 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"/>
12. Business Acumen		<input type="checkbox"/>	<input checked="" 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"/>



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

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

**Comments/Justification:**

<b>Performance Standard: (Adherence to Policy and Federal HUD Regs)</b>	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-Satisfactory</b>
<b>Performance Standard: (Adherence to Policy and Federal HUD Regs)</b>	<input checked="" type="checkbox"/>	<input 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
- HIGHLY SATISFACTORY
- SATISFACTORY
- MARGINAL
- 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      Date:



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

JAMES AM...  
DIRECTOR

Employee Name <b>ELIZABETH F. NAPOLI</b>	Position Classification / Title <b>Executive Director (Unclassified)</b>	Employee ID No. <b>728</b>
---------------------------------------------	-----------------------------------------------------------------------------	-------------------------------

### 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. I will continue to lead GHA as best as I can towards it's long term provision of services to the community. Your participation as a Board Commissioner is greatly valued and appreciated.*

*E. Napoli*  
Employee Signature

09/12/2024  
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>07/08/2023</b> To: <b>07/07/2024</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: KAR/ET CARAS

**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.

*Handwritten signature and date: 8/20/2024*



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

Consistently achieving the goal's or mission by executing Plan's and motivating the whole team to Achieve those targets.  
Keeping their efforts with Ghada's Strategic Objectives.



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

Employee Name	Position Classification / Title				Employee ID No.
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	
<b>ELIZABETH F. NAPOLI</b>					<b>728</b>
<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 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> (Completed by Supervisor)	<b>Outstanding</b>	<b>Highly Satisfactory</b>	<b>Satisfactory</b>	<b>Marginal</b>	<b>Un-Satisfactory</b>
Performance Standard: (Customer Focus)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:	<p><i>NO one person can make even a pencil and no one person can make it all work it take's a good team with the right leadership to keep up with the demands of providing a roof where one is needed. to my self I've seen the commitment to the clients of Guam and know Chrusa is helping a lot of people. but not as a hard-boat but a hard-up. to help people in need is always best!</i></p>				
Performance Standard: (Adherence to Policy and Federal HUD Regs)	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:	<p><i>By Staying Pro-Active instead of Re-active Liz is able to meet and roll with the changes that come up in real time.</i></p>				

**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: \_\_\_\_\_

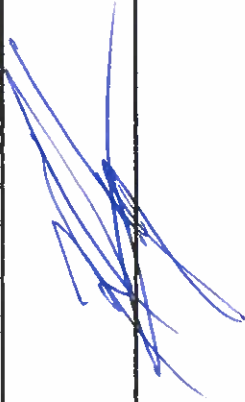
Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: \_\_\_\_\_

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 Date: 08/29/2024





# 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>
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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 highly value my leadership responsibilities at GHURA, and thank you for your recognition of my commitment and efforts to the Authority and the communities we serve.*

*E. F. Napoli*  
Employee Signature

*09/24/2024*  
Date