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“GHURA’s Commitment to Excellence” The 2007 ERP

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Human Resources Division



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Uh,...E...? R...? P...?

Every...Reason...(to) Party....?

Not quite, but surely close enough, because on July 20, 2007, the GHURA Employee Recognition Program (the real “ERP”), in conjunction with our “Fun-in-the-Sun Family Gathering,” recognized and honored GHURA’s best of the best at the Tarza Magical Adventure Zone Waterpark in Tumon.

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2007 Employee of the Year - Joann D. Camacho with Board of Commissioners and Executive Management.



2007 Unit/Division of the Year - Peter Aguon with Board of Commissioners and Executive Management

And exactly who were the best of the best, you might ask? Well, (drum roll, please...), the winner of the *2007 Employee of the Year* was none other than our friendly, devoted and always helpful, Ms. **Joann D. Camacho**, Records Management Officer. The recipient of the *2007 Unit/Division of the Year* award category was presented to our hardworking and dedicated staff of the **Public Housing/Maintenance Division**.

BIBA GHURA!

The purpose of the Employee Recognition Program is to distinguish employees and work units that have achieved outstanding recognition through individual/group efficiency, productivity and moral support for the betterment of the Guam Housing and Urban Renewal Authority in achieving its organizational mission. Nominees were evaluated on the criteria of: (1) Quantity and Quality of Work; (2) Creativity and Innovation; (3) Management of Resources; and (4) Impact of Accomplishments.



PRODUCED & EDITED BY
“ILLY”
AKA: Philly & Milly

UPCOMING EVENTS

Labor Day
September 2

HUD Visits
Sept. 7th & 11th

BOC Meetings
Sept. 13th & 27th





HOUSING PROGRAMS

TECHNICAL ASSISTANCE PROVIDED

The U.S. Department of Housing and Urban Development (HUD) finally implemented the much-needed staff training on Section 8. HUD provided more than \$400,000 of technical assistance monies to conduct an assessment of GHURA's Section 8 Program and to provide staff training. The contract was awarded to Nelrod; facilitators for the trainings were Ms. Vicki and Mr. Roman Palomares.



GHURA has waited for the training implementation for more than 2 years. The first staff training was provided from July 30 through August 10 and the second staff training was held from August 13 through August 24.

GUMA TRANKILIDAT

On August 17, 2007 Mr. Alvin Akimoto from Hawaii Rural Development conducted a tri-annual confirmatory review at the Guma Trankilidat Elderly development located in the heart of Tumon, Guam.



AMP TRAINING

On July 1, 2007, GHURA began their project-based management performance at the four AMP sites. The Property Site Managers have more decision making control, with staff relocated from the central office to provide additional support. As we continue to prepare for the challenge of asset-based management, trainings were provided in the Management Operations, Financial, and Maintenance Operations to our property managers and staff directly related to Public Housing. The contract was awarded to Nan McKay & Associates; training facilitators were Ms. Carrol Vaughan, Mr. Ron Urlaub, and Mr. Jay Ortenzo. Trainings sessions were conducted from July 13 through August 14.



“Efficiency is doing things right. Effectiveness is doing the right things.”
— PETER F. DRUCKER



From the Desk of the Executive Director

Happy Labor Day to all of our hard working GHURA staff. I want to take this opportunity on behalf of the Board of Commissioners and management to extend our heartfelt appreciation to each and everyone of our staff members. It has been a very challenging year with our migration to site based management, achieving a passing grade on our Physical Assessment and completing the much needed and anticipated HCV training. As we celebrate our accomplishments for the year, please take pride in the team work you have demonstrated in meeting all of these challenges with determination and hard work. Over 3,315 families and other community partners depend on GHURA to provide safe, decent and affordable housing as well as a myriad of other community facilities and programs amount to approximately \$45 million in federal funds annually into Guam. From building new senior centers, fire stations, police precincts, apartments for the disabled, skate parks, youth centers, GHURA is daily meeting tangible needs of our people. On this Happy Labor Day, take pride in representing one of the most efficient and successful agencies in the Gov Guam family! GO GHURA!



Ronald S. DeGuzman
Executive Director

LABOR OF LOVE

On August 4 and 11 GHURA volunteers were at C. L. Taitano Elementary School in Sinajana for the annual Adopt-A-School Project to prepare for the 2007-2008 school year.

On behalf of the Executive Management,
Dangkulo Na Si Yu'os Ma'ase.



**Liberation
2007**



**Na' La
Bonita
Guam**





"BUILDING OUR FUTURE ...

CPD Programs - Community Development Block Grant (CDBG): Facilities
To construct new modernized precincts and replace the existing outdated stations
Barrigada and Dededo



**Decommissioning of
Barrigada Fire Station**

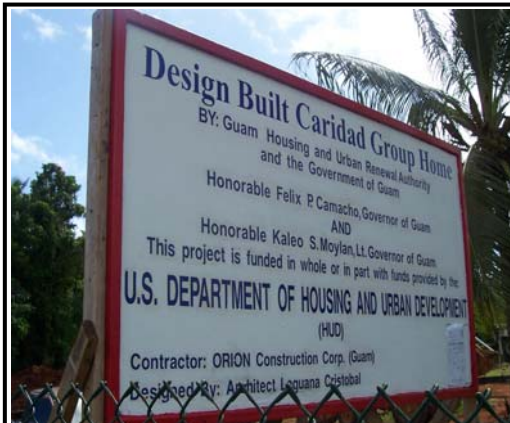


Northern Police Precinct



Northern Fire Station

Community Planning and Development Programs - HOME Investment Partnership Program: Construction
Caridad I (Mongmong) - 8-unit apartment for homeless adults with disabilities
Caridad II (Mangilao) - Group Home to provide supportive services to 9 adults with disabilities



Capital Fund Program – Operations, Management Improvements, and Proposed Projects



The Authority utilizes the Capital Fund Program to fund its federal developments' capital improvements. This funding, provided annually by HUD, is an important element in providing for such improvements as waterblasting, roof coating, exterior painting, appliances, and renovation in kitchens, bathrooms, and other major systems.

Additionally, the Capital Fund Program provides physical and management improvements needed to meet modernization and energy conservation standards and to insure its long-term physical and social viability. All of GHURA's sites have received some level of modernization. A complete assessment of each of the developments will further determine the specific improvements needed. The Authority is able to plan for the use of this funding using a 5 year planning tool which is submitted and updated annually.





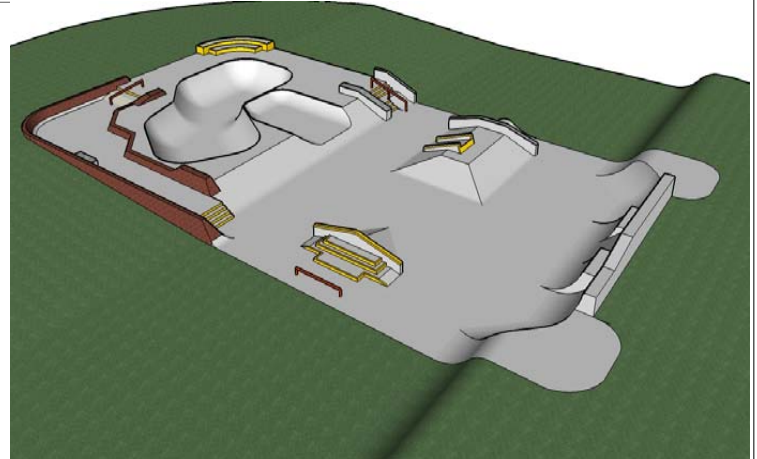
ONE PROJECT AT A TIME"

CPD Programs - Community Development Block Grant (CDBG): Facilities
To construct recreational facilities to benefit the island's youths



S
K
A
T
E

P
A
R
K



Haya (Southern) Regional Youth
Resource Center



Northern Public Health Center

COMMUNITY DEVELOPMENT BLOCK GRANT (CDBG)

CDBG is an entitlement grant in which the Government of Guam is the PJ (Participating Jurisdiction), an authorized recipient of CDBG funds for Guam. As the PJ, Guam also receives HOME and Emergency Shelter Grant (ESG) funds. On an annual basis through an allocation administered by the U.S. Department of Housing and Urban Development (HUD). The current year funding authorization is approximately \$2,800,000.00 for programs and projects.

CDBG funds are used for various purposes but ultimately to serve low-mod populations, special needs populations (i.e., disabled, elderly, children, etc.). Some of the services and projects include:

- The construction of public facilities,
- Economic Development and Micro-enterprise projects, and
 - To provide public services



BIBA GHURA!

For the evaluation period beginning January 1 to December 31, 2006, Ms. Camacho and the staff of the Public Housing/ Maintenance Division, through their diligence and commendable efforts, demonstrated distinguished performance and service to the Guam Housing and Urban Renewal Authority, thus, raising the work standards in goal achievement, cooperation and commitment to excellence.

As a recipient of the 2007 Employee of the Year award, Ms. Camacho received a trophy, medallion, certificate of achievement, and a monetary prize of ONE THOUSAND DOLLARS (\$1,000.00*)! The 2007 Unit/Division of the Year awardee, Public Housing/Maintenance Division, received, as a group, a trophy, medallion, certificate of achievement, and a monetary prize, also for ONE THOUSAND DOLLARS (\$1,000.00*). Wow...it sure pays to be the best of the best! (*less tax.)



Wait, there's more...if you've taken the challenge and are already performing over and beyond your normal duties and responsibilities, you still have an opportunity to be the next award recipient next year in 2008. Remember... *"The price of success is hard work, dedication to the job at hand, and the determination that whether we win or lose, we have applied the best of ourselves to the task at hand."* (Quote by Vince Lombardi)

Finally, the Human Resources Division wishes to offer a sincere thank you to the members of the 2007 ERP Selection Review Committee, who took time out of their busy work schedules to evaluate the nomination forms and recommend their selection to the Executive Director. The committee members are: **Alvina C. Castro**, Planner II; **Florence L.G. Francisco**, Interviewer Clerk; **William W. Eriksen**, Computer Systems Analyst I; and **Bernard A. Lastimoza**, Supply Management Administrator. *Thank you, guys and gals!*



Human Resources

N E W H I R E S

<i>Employee Name</i>	<i>Title</i>	<i>Division</i>	<i>Month</i>
Darlene C. Leon Guerrero	Clerk I	Public Housing-AMP#3	May
William F. Manley, Jr.	Maintenance Laborer	Public Housing-AMP#4	May
Lucele D. Leon Guerrero	General Acctg Supervisor	Research, Planning & Evaluation	June
Mark A. Quitugua	Clerk I	Administration/Executive	July
Angela C. Merritt	Administrative Aide	Administration/Executive	July
Delia U. Del Rosario	Housing Specialist	Section 8 (HCVP)	August

P R O M O T I O N S

<i>Employee Name</i>	<i>Title</i>	<i>Division</i>	<i>Month</i>
Benjamin J. Duenas	Building Inspector II	Audit & Compliance	July

F A R E W E L L S

<i>Employee Name</i>	<i>Title</i>	<i>Division</i>	<i>Month</i>
Brian Roderick L. Cruz	Accountant I	Research, Planning & Evaluation	June



PROCUREMENT DIVISION

Bernard Lastimoza – Supply Management Administrator

Tina Nelson – Buyer I

The last time the Procurement Division staff submitted any input for the newsletter was back in January 2007. A lot of things have changed since then. GHURA converted to Asset Management Program (AMP) and have made great changes not only to the Procurement Division, but also, to the Maintenance and Housing divisions. With this change, the Procurement Division still maintains a firm commitment to provide the best quality service to every division within the Authority.

The responsibility of the Procurement Division does not start or end with supplies. The division must maintain adequate amount of supplies for all of the Authority's 750 LIPH units as well as the 50 Elderly homes at Guma Trankilidat. Additionally, the division maintains and is required to annually renew certain service contracts such as:

Fleet Gas/Fuel	Alarm/Intruder services	Pest control
Trash Pick up & disposal	Insurance coverage	Refrigerator repair
Air Con Preventive Maintenance services	Audit services	Invitation for Bids
Generator Preventive Maintenance services	Auto repair services	Request for Proposals
Radio Communications services	Legal services	Advertisement Services
Washer/Dryer repair services	Janitorial services	Catering Services
Banking services	Printing services	
Drinking water service	Computer equipment repair	

All of the above services are crucial to GHURA's operation on a daily basis. To ensure the availability of supplies are received promptly, I have initiated a monthly supply schedule for each division to utilize for re-ordering of office supplies. The monthly schedule is:

- 1st Tuesday – ALL AMP Sites
- 2nd Tuesday – S8 and Guma Trankilidat
- 3rd Tuesday – A&E, CD, RP&E & MOD
- 4th Tuesday – Admin, HRO, MAIV, Fiscal & RAC



Division managers must ensure their division supplies will last until the next month. The turnaround time from the day you submit your order until delivery is 10-15 days. All managers submitting ANY Procurement Request must complete a Procurement Work Request. Any received incomplete request will only delay your transaction.

For ordering consumable supplies for all AMP sites, Property Site Managers are encouraged to submit their requests to the Procurement Division every Monday before 11:00 a.m. Property Site Managers are advised to review and sign all requests prior to submitting your requests.

Before I close, I would like to thank Ernie Navarro and Tina Nelson for their hard work and dedication to the overall mission of the Housing Authority. Now that Ernie is with AMP 2, I am confident he will continue to devote his time and effort to ensure that AMP 2 succeeds in their mission of housing the needy.

I would like to congratulate Joann Camacho for being selected as the Employee of the Year and to the Housing and Maintenance Divisions for Unit of the Year. Congratulations to all.



EMPLOYEE'S CORNER

GHURA AT WORK AND PLAY



Certified HOME Specialists



Marriage: love, honor, and negotiate. -- Joe Moore

CONGRATULATIONS to our NEWLYWEDS!

Albert + Rona Santos



HAPPY BIRTHDAY: JUNE

Darlene Leon Guerrero	June 12
William Manley, Jr.	June 12

AUGUST

Roseanne Chaco	Aug 1
Andrew Manglona	Aug 2
Anne Marie Rivas	Aug 2
Kimberly Bersamin	Aug 4
Barbara Quinata	Aug 8
Ronald de Guzman	Aug 10
Mark Quitugua	Aug 12
Lucelle Leon Guerrero	Aug 13
Leann Castro	Aug 15
Ignacio Perez	Aug 17
Rosinna Lastimoza	Aug 19
Arlene Carbullido	Aug 21
Raymond Macias	Aug 22
Ronald Lujan	Aug 23
Armine Loyola	Aug 23
Julieann Lujan	Aug 24
Tina Nelson	Aug 27
Velma Naputi	Aug 31

SEPTEMBER

Labor Day (Holiday)	Sept 3
Johanna Topasna	Sept 6
Margarita Flores	Sept 7
Melanie Joshua	Sept 14
Gina Cura	Sept 17
Peter Quintanilla	Sept 19
Robert Cruz	Sept 19
Timothy Francisco	Sept 22
Angelina Aflague	Sept 28
Philly San Nicolas	Sept 29
End of Fiscal Year	Sept 30

OCTOBER

Henry Knaeble	Oct 6
Betty Bamba	Oct 7
Franklin Bamba	Oct 12
Delia Del Rosario	Oct 12
Angela Merritt	Oct 13
Florence Francisco	Oct 22
Joycelyn Aguon	Oct 24
Halloween	Oct 31

