

THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY

Board of Commissioners Meeting

Tuesday, April 25, 2023 at 12:00 PM.

This meeting is open to the public via Zoom.

Topic: GHURA Board of Commissioners Meeting 04-25-2023

Time: Apr 25, 2023 12:00 PM Guam, Port Moresby

Join Zoom Meeting

<https://us06web.zoom.us/j/85236177179?pwd=enZG0BDWl8z5Uo1eE5mMFdMWHdlZ09>

Meeting ID: 852 3617 7179

Passcode: 2h8L3b

Watch YouTube Live Stream

<https://www.youtube.com/channel/UCGgKWU0kOmT0FOLYn48ULag>

AGENDA:

- I. ROLL CALL**
- II. BOARD MEETING PUBLIC ANNOUNCEMENTS**
- III. APPROVAL OF PREVIOUS BOARD MINUTES – April 11, 2023**
- IV. NEW BUSINESS**
 - 1. Intent to Award for IFB#GHURA-23-10-MOD6-AMP3; Renovation of Six (6) Public Housing Units**
 - 2. Change Order #2 for IFB#GHURA-08-26-2021-HOME; Design-Build and Construction of Two New Homes in Agat and Dededo**
 - 3. Change Order #5 for IFB#GHURA-09-26-2017-CDBG; Upgrade of Baseball Fields in Sinajana and Umatac**
 - 4. Summary of Deputy Director, Board Evaluations**
 - 5. Summary of Executive Director, Board Evaluations**
- V. OLD BUSINESS**
 - 1. Intent to Award for IFB#GHURA-23-03-CDBG-5TREN; Talofoto Renaissance Concrete Repair**
- VI. EXECUTIVE DIRECTOR'S REPORT**
 - 1. Project Updates**
 - 2. Division Updates**
- VII. GENERAL DISCUSSION / ANNOUNCEMENTS**
 - 1. Next proposed scheduled Board Meeting – Tuesday, May 16, 2023 @ 12:00 p.m.**
- VIII. ADJOURNMENT**

The complete Board packet may be viewed on our website at 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.




**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M., April 25, 2023
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

- I. ROLL CALL**
- II. BOARD MEETING PUBLIC ANNOUNCEMENTS**
1st Printing – Tuesday, April 18, 2023
2nd Printing – Sunday, April 23, 2023
- III. APPROVAL OF PREVIOUS BOARD MINUTES – April 11, 2023**
- IV. NEW BUSINESS**
- | | PAGE (S) |
|--|-----------------|
| 1. Intent to Award | 1 - 5 |
| IFB#GHURA-23-10-MOD6-AMP3; Renovation of Six (6) Public Housing Units | |
| 2. Change Order #2 | 6 - 10 |
| IFB#GHURA-08-26-2021-HOME; Design-Build and Construction of Two New Homes in Agat and Dededo | |
| 3. Change Order #5 | 11 - 12 |
| IFB#GHURA-09-26-2017-CDBG; Up-grade of Baseball Fields in Sinajana and Umatac | |
| 4. Summary of Deputy Director, Board Evaluations | 13 - 55 |
| 5. Summary of Executive Director, Board Evaluations | 56 - 98 |
- V. OLD BUSINESS**
- | | |
|---|----------|
| 1. Intent to Award | 99 - 106 |
| IFB#GHURA-23-03-CDBG-5TREN; Talofof Renaissance Concrete Repair | |
- VI. EXECUTIVE DIRECTOR'S REPORT**
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JOB OPENING

Opening for Accountant w/Jae Hoon Corporation in Barrigada, GU. Min Reqs: Bach deg in Accounting & 6 mos exp using SAGE 100 (accounting and business management software), or 6 mos exp using accounting software, or one semester of college level academic coursework in use of accounting software. Assists CFO in preparing annual budget; prepares income statements, balance sheets, cash management reports, and other as-needed financial reports; oversees bookkeeping function; and documents business transactions and audits contracts. Assists CFO in reviewing Korean-based subsidiary's monthly financial report. Assists CFO in ensuring compliance with financial and regulatory and tax filings. Uses SAGE 100 in performing job duties. Send CV by mail to P.O. Box 25356 Barrigada, GU 96921 or email to wonshan@pacificgrocers.com. Verif of qualifs req.



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



Lourdes A. Leon Guerrero
Governor of Guam

Board of Commissioners Meeting
Tuesday, April 25, 2023 at 12:00 PM.
This meeting is open to the public via Zoom.

Joshua F. Tenorio
Lieutenant Governor of Guam

Topic: GHURA Board of Commissioners Meeting 04-25-2023
Time: April 25, 2023 12:00 PM Guam, Port Moresby
Join Zoom Meeting:
<https://us06web.zoom.us/j/85236177179?pwd=enZG0BBDWi8zSUo1eE5mMFdMWHldz09>
Meeting ID: 852 3617 7179 • Passcode: 2h8L3b
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5. Summary of Executive Director, Board Evaluations
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1. Next proposed scheduled Board Meeting - Tuesday, May 16, 2023 @ 12:00 p.m.
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The complete Board packet may be viewed on our website at www.ghura.org.

For more information, please contact Audrey Agnon 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

PUBLICATION NOTICE

In accordance with the provisions of Guam Code Annotated, Title XI, Chapter III, Section 3315, notice is hereby given that:

IN THE KITCHEN, INC. DBA: KITCHEN LINGO

has applied for a Class: Four (4) On Sale Beer & Wine Alcoholic Beverage License said premises being marked as Lot: Lot 7 Blk 2, 153 Martyr St Unit 101, Hagatna

MARK WILLIAMS, ESQ.
LAW OFFICES OF MARK E. WILLIAMS, P.C.
166 West Marine Corps Drive
Suite 102 BankPacific Building
Dededo, Guam 96929
Telephone: (671) 637-9620
Facsimile: (671) 637-9660

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE
OF
PEDRO VALLE PAESTE and
ANTONIA NUEZCA PAESTE,
Deceased.

PROBATE CASE NO. PRO131-22

NOTICE OF HEARING ON REPORT OF SALE AND PETITION FOR ORDER CONFIRMING SALE OF REAL PROPERTY

NOTICE IS HEREBY GIVEN that LEONIDA PAESTE VARGAS has filed herein a petition for order confirming sale of real property for the above-named decedents, reference to which is made for further particulars, and that the time and place of hearing the same has been set for MAY 03, 2023 at 10:10 a.m. in the courtroom of said court, at 120 West O'Brien Drive, Hagatna, Guam.

Dated this 15th day of March, 2023.

To appear for the remote hearing, go to:
<https://guamcourts-org.zoom.us>
Enter Meeting ID: 864 4387 2213
Enter Password: JEMI
or call at 300-6703 at designated hearing time

SOPHIA SANTOS DIAZ,
Clerk of Court
Superior Court of Guam
By: /s/ ALICE B. MENDOZA
Chamber/Courtroom Clerk

BERMAN LAW FIRM
Suite 503, Bank of Guam Building
111 Chalan Santo Papa
Hagatna, Guam 96910
Tel: (671) 477-2778
Fax: (671) 477-4336
Attorneys for Petitioner:
BONG CHENG ROBATO YAO, JR.

IN THE SUPERIOR COURT OF GUAM
IN THE MATTER OF THE ESTATE
OF
MARJORIE YAO R. CHENG,
Decedent.

PROBATE CASE NO. PRO049-23

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

1. NOTICE IS HEREBY GIVEN that Bong Cheng Robato Yao, Jr. has filed a Petition for Letters of Administration and Probate.

2. A hearing on the petition will be heard by online remote appearance on **Wednesday, May 3, 2023 at 10:40 a.m.**

3. To attend or to participate in the hearing, go to <https://guamcourts-org.zoom.us> and enter Meeting ID: 864 4387 2213 and Passcode: JEMI. You may also call in for the hearing; you can call into the courtroom at 671-300-6703 at the designated hearing time. For connectivity issues, you may contact Eathan Cruz at (671) 475-3491 or email efcruz@guamcourts.org

Dated: April 10, 2023.

SOPHIA SANTOS DIAZ
Clerk of Court, Superior Court of Guam
/s/ ALICE MENDOZA
Courtroom/Chamber Clerk



DISTRICT COURT OF GUAM

520 W Soledad Ave FL 4
Hagåtña, GU 96910

VACANCIES ANNOUNCEMENT

- Announcement No./Position: 23-0001 Case Administrator I
23-0002 Intake Clerk
- Location: Hagåtña, Guam
- Type of Appointments: Full-time Permanent, Excepted Service
- Opening Date: Monday, April 17, 2023
- Closing Date: Friday, April 28, 2023, at 12:00 p.m., ChST
- Area of Consideration: Open to all qualified individuals. More than one position may be filled from this vacancies announcement.

The full announcements are posted on the District Court of Guam website, at <https://www.gud.uscourts.gov/employment>. The District Court of Guam reserves the right to amend or withdraw any announcement without written notice to all applicants. The District Court of Guam is an Equal Opportunity Employer.



MARY A.Y. OKADA, Ed.D.
Chairwoman

GUAM EDUCATION BOARD

501 Mariner Avenue, Barrigada, Guam 96913-1608
Telephone: (671) 300-1627 Facsimile: (671) 472-5003
Website Address: www.gdoe.net/gdb

Guam Education Board

REGULAR MONTHLY MEETING

Tuesday, April 25, 2023

5 PM

Gallery, Bldg. B, Tiyan

AGENDA

- I. Meeting Call to Order**
II. Approval of Minutes
ACTION 1. Minutes of March 28, 2023 Regular Meeting
- III. Public Participation** (Board Policy 125.6) Time Limit 3 minutes
- IV. Communications**
INFO 1. Correspondence received by the Board after March 28
- V. Ex-Officio Member Reports**
INFO 1. Islandwide Board of Governing Students (IBOGS) Report
INFO 2. Guam Federation of Teachers (GFT) Report
INFO 3. Mayor's Council of Guam (MCOG) Report
- VI. Unfinished Business/ Committee Reports**
INFO/ACTION 1. Superintendent's Report
2. Executive Committee
a. Superintendent Search
b. National Association of State Boards of Education (NASBE)
INFO i. Public Education Position (PEP)
INFO ii. Governmental Affairs Committee (GAC)
INFO/ACTION iii. Dr. McNinch Registration Reimbursement for the 2023 NASBE Legislative Conference
INFO/ACTION c. GEB-GFT Support Staff Agreement
INFO/ACTION d. GEB-GFT Teachers Collective Bargaining Agreement
INFO/ACTION e. Board Member Grievance
INFO/ACTION f. Organizational Chart (Special Education Compliance)
INFO/ACTION 3. Instructional & Academic Support Committee
a. April 2023 Head Start Report
INFO 4. Safe & Healthy Schools Committee
a. Facilities & Maintenance
INFO/ACTION 5. Policy Review & Strategic Planning Committee
a. Ad Hoc Committee for Board Policy 318 School Attendance Area
INFO 6. Fiscal Management Committee
a. GDOE Financial Report
i. Accounts Payable Aging Report
ii. Unaudited Statement of Appropriation, Expenditures, and Encumbrances for Fiscal Year 2023
INFO b. US Department of Education Specific Conditions Report
- VII. New Business**
VIII. Executive Session (Board Policy 125.12)
a. Personnel matters (5 GCA § 8111 (a))
b. Matters within scope of Public Employee-Management Relations Act, including collective bargaining (5 GCA § 8111 (b))
- IX. Announcements & Adjournment**

The public is welcome to view the meeting via live stream at <https://www.facebook.com/DOEGuam>. Individuals requiring special accommodations or information or wish to submit public testimony via email may contact Tia Salas by email: tssalas@gdoe.net.

This advertisement was paid by GDOE local funds.



MARIA A. GUTIERREZ
Vice-Chair



**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M., April 25, 2023
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

1. 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, April 25, 2023, at the GHURA Sinajana Main Office, 1st floor Conference room, by Chairman Rivera. He indicated that 4 of 6 members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

Viewed virtually via	Zoom: https://us06web.zoom.us/j/85236177179?pwd=enZG0DBDwi8zSUo1eE5mMFdMWHDldz09		
	YouTube: https://www.youtube.com/@guamhousingandurbanrenewal1090		
BOC Commissioners Attendance	Dr. John Rivera, Chairman	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Vacant, Vice Chairman	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Frank Ishizaki, Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Anisia Delia, Commissioner	Virtual <input type="checkbox"/>	In-Person <input type="checkbox"/>
	Nate Sanchez, Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
	Emilia Rice, Commissioner	Virtual <input checked="" type="checkbox"/>	In-Person <input type="checkbox"/>
	Karl Corpus, Resident Commissioner	Virtual <input type="checkbox"/>	In-Person <input checked="" type="checkbox"/>
GHURA Staff	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/>	Julie Lujan, MIS Administrator <input checked="" type="checkbox"/>	
	Fernando B. Esteves, Deputy Director <input checked="" type="checkbox"/>	Sonny Perez, AE Manager <input checked="" type="checkbox"/>	
	Audrey Aguon, Special Assistant <input checked="" type="checkbox"/>	Norma San Nicolas <input checked="" type="checkbox"/>	
	Frances Danieli, Controller <input checked="" type="checkbox"/>	Narcissa Ada, AMP1 Manager <input type="checkbox"/>	
	Katherine Taitano, RP&E Chief Planner <input checked="" type="checkbox"/>	Gina Cura, AMP2 Manager <input type="checkbox"/>	
	Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/>	Patrick Bamba, AMP3 Manager <input type="checkbox"/>	
	Antonio Camacho, Procurement SMA <input checked="" type="checkbox"/>	Philomena San Nicolas, AMP4 Manager <input type="checkbox"/>	
	Pearly Mendiola, GT Manager <input type="checkbox"/>		
Legal Counsel	Eliseo M. Florig, GHURA's Legal Counsel <input checked="" type="checkbox"/>		
Public	None in person None via zoom		

2. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Tuesday, April 18, 2023

2nd Printing – Sunday, April 23, 2023

ACKNOWLEDGED BY CHAIRMAN RIVERA

3. Approval of Previous Board Minutes: GHURA BOC Mtg. Minutes, April 08, 2023

[053/23] Commissioner Corpus moved to approve the board meeting minutes of April 08, 2023 subject to corrections. Commissioner Sanchez seconded the motion. No Objections. Motion passed unanimously.

4. New Business:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Intent of Award- IFB#GHURA-23-10-MOD6-AMP3; Renovation of Six (6) Public Housing units</p>	<p>[054/23] Executive Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Bid opening held on April 6, 2023 at 2pm • (4) contractors purchased bid specifications • (4) contractors submitted bids: <ul style="list-style-type: none"> ○ Valcon Guam, LLC- Bid bond 15% and Base Bid #1 @ \$260,961.48 ○ Genesis-Tech Corporation- Bid Bond 15% and Base Bid #1 @ \$233,000.00 ○ Guam Evergreen Corporation- Bid Bond 15% and Base Bid #1 @ \$207,740.00 ○ O.H. Construction- Bid Bond 15% and Base Bid #1 @ \$183,000.00 • Government Estimate: \$216,185.00 • Intent of the project was to modernize units per scope of work • Base Bid #1 consists of (6) units at AMP 3: (4) in Agat and (2) in Merizo • A detailed scope of work is included in the bid documents for review. • Bid review results determined that O.H. Construction provided the lowest, responsive and responsible bid. • O.H. Construction have completed several GHURA projects in good standing • O.H. Construction has been cleared by Dept. of Labor Compliance, OSHA, and EPLS Debarred List • Based on AE Staff's determination, GHURA requested board approval to issue the contract to O.H. Construction in the amount of \$183,000.00 	

AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> Funding is available under the Capital Fund Program <p>Commissioner Corpus inquired about the expiration date of the current standing of the contractors at the Department of Labor, as indicated on pg. 3 of 106 in the board packet. Deputy Director Esteves stated that the dates are report validity dates and would be updated. He added that before payments are made on the contracts, wage compliance officers monitor weekly to enforce the standards.</p> <p>Commissioner Corpus inquired about whether the paint that GHURA plans to use is mold resistant. Mr. Sonny Perez, AE Manager, stated that he will have more information on the paint to share with the board at a later date.</p> <p>There was no further discussion.</p>	<p>[055/23] Commissioner Ishizaki moved to approve IFB#GHURA-23-10-MOD6-AMP3; Renovation of Six (6) Public Housing Units to O.H, Construction in the amount of \$183,000. Commissioner Sanchez seconded the motion. No objections. Motion passed unanimously.</p>
<p>2. Change Order #2-IFB#GHURA-08-26-2021-HOME; Design-Build and Construction of Two (2) New Homes in Agat and Dededo (Drainage Correction)</p>	<p>[056/23] Executive Director Napoli read a letter from Genesis Tech requesting the following:</p> <ul style="list-style-type: none"> A proposed correction to alleviate water runoff to the rear adjacent lowest most property with additional construction work at (Lot 12 B2 T240 Astumbo, Chalan Panao, Dededo) consists of the following: <ul style="list-style-type: none"> Item 1- CMU Walls- \$7,000.00 Item 2- Reinforced Concrete curb- \$5,000.00 Item 3- Infiltration trench- \$3,700.00 Proposed cost: \$15,700.00 as Lump Sum Basis (Total lot, Labor & Materials) Requested for board approval for the extension of 20 days to complete project. <p>Mr. Sonny Perez elaborated on the project at the Panao home in Dededo. He indicated that the site conditions consisted of a neighboring house that was (4) ft. lower than the existing Panao home, which caused flooding in the lower area. He added that A&E engineers have been asked to complete a concept design to determine ways to</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>mitigate stormwater flooding. Mr. Perez indicated that there were (3) Change Order items: #1 the barrier, #2 green curb, and #3 infiltration trench.</p> <p>Commissioner Ishizaki inquired about how much fill was brought in and how much the cost of the filling was without the Change Order. Mr. Perez stated that the property had been sloping down and had to be filled. Six to eight feet of fill was used to raise the GHURA property. However, he was not able to provide the cost of fill but indicated that he would obtain the information for commissioner Ishizaki.</p> <p>There were no further discussions.</p>	<p>[057/23] Commissioner Sanchez moved to approve IFB#GHURA-08-26-2021-HOME; Design-Build and Construction of Two (2) New Homes in Agat and Dededo to Genesis Tech in the amount of \$15,700. Commissioner Ishizaki seconded the motion. No objections. Motion passed.</p>
<p>3. Change Order #5-IFB#GHURA-09-26-2017; Up-grade of Baseball Fields in Sinajana and Umatac</p>	<p>[058/23] Executive Director Napoli stated the following:</p> <ul style="list-style-type: none"> • InfraTech International LLC has an ongoing contract for the upgrade of baseball fields at Sinajana and Umatac. • A meeting with GHURA AE staff and InfraTech International LLC determined that the lights will need to be changed. • Original Contract amount- on June 6, 2018 was \$810,000.00 • Approved changes on Feb. 21, 2019- \$286,978.70 • Adjusted Contract Amount- \$1,096,978.70 contract completion date at July 31, 2022 • New Change Order amount- \$15,689.88 for the removal and the replacement of the lights at the Umatac Baseball field • New Adjusted Contract Amount- \$1,112,668.58 • New Completion Date- April 30, 2023 • AE had determined that the amount of \$15,689.88 was reasonable and acceptable • AE Staff requested for board approval for a change order/contract modification with 	

AGENDA ITEM	DISCUSSION	ACTION
	<p>InfraTech International LLC in the amount of \$15,689.88.</p> <p>Mr. Sonny Perez added that the Umatac baseball field lights were originally installed sometime in July 2022 by the contractor. The lights were not properly tested. Generators were used to test the lights, instead of GPA power. A request was made to GPA to have the correct electrical design installed. The contractor ran new lines and tested the lights with GPA power. However, due to the amount of time that had passed, some of the lights were no longer functional.</p> <ul style="list-style-type: none"> • ETA for new lights- May 19, 2023 • Project is at 99% completion • Occupancy permit has been received <p>Deputy Director Esteves added that the initial order for the lights was purchased by a single manufacturer. After COVID, that manufacturer went out of business so the warranties that were on the lights could no longer be enforced or collected by the contractor. As a result, the contractor has had to source compatible materials totaling the amount being requested in the change order.</p> <p>There was no further discussion.</p>	<p>[059/23] Commissioner Ishizaki moved to approve <i>IFB#GHURA-09-26-2017; Up-grade of Baseball Fields in Sinajana and Umatac to InfraTech International LLC in the amount of \$15, 689.88. Commissioner Corpus seconded the motion. There were no objections. Motion passed unanimously.</i></p>
<p>4. Summary of Deputy Director, Board Evaluations</p>	<p>[060/23] Dr. Kimberly Bersamin, HR Administrator, stated the following:</p> <ul style="list-style-type: none"> • There was 100% participation by the commissioners. 	

AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • Pursuant to 5GCA §43202, the GHURA Board of Commissioners evaluated Deputy Director Fernando B. Esteves for the 6-month initial period of 08/22/2022-02/21/2023. • Deputy Director Esteves received an overall score of HIGHLY SATISFACTORY in the areas of: <ul style="list-style-type: none"> ○ Leadership ○ Strategic-Planning ○ Communicates Vision and Direction ○ Champions Innovation ○ Promotes Ethics ○ Builds Relationships ○ Decision Making ○ Leads Change ○ Inspires and Directs Action ○ Promotes Diversity ○ Accountability/Fiscal/Fiduciary/Responsibility ○ Business Acumen ○ Effective Operation & Maintenance of HUD Plans and Projects • As a result of the HIGHLY SATISFACTORY rating, the GHURA Board of Commissioners RETAINED Mr. Fernando B. Esteves as the Deputy Director of the Guam Housing & Urban Renewal Authority. 	<p>[061/23] Commissioner Sanchez moved to approve the Highly Satisfactory rating of Mr. Fernando B. Esteves and to retain Mr. Esteves as the Deputy Director of GHURA. Motion was seconded by Commissioners Rice and Corpus. There were no objections. Motion passed unanimously.</p>
<p>5. Summary of Executive Director, Board Evaluations</p>	<p>[062/23] Dr. Kimberly Bersamin, HR Administrator, stated the following:</p> <ul style="list-style-type: none"> • There was 100% participation by the commissioners. • Pursuant to 5GCA §43202, the GHURA Board of Commissioners evaluated Executive Director Elizabeth F. Napoli for the 6-month initial period of 07/08/2022-01/07/2023. 	

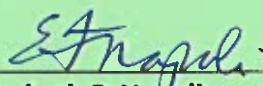
AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • Executive Director Napoli received an overall score of HIGHLY SATISFACTORY in the areas of: <ul style="list-style-type: none"> ○ Leadership ○ Strategic-Planning ○ Communicates Vision and Direction ○ Champions Innovation ○ Promotes Ethics ○ Builds Relationships ○ Decision Making ○ Leads Change ○ Inspires and Directs Action ○ Promotes Diversity ○ Accountability/Fiscal/Fiduciary/Responsibility ○ Business Acumen ○ Effective Operation & Maintenance of HUD Plans and Projects • As a result of the HIGHLY SATISFACTORY rating, the GHURA Board of Commissioners RETAINED Ms. Elizabeth F. Napoli as the Executive Director of the Guam Housing & Urban Renewal Authority. 	<p>[063/23] Commissioner Corpus moved to approve the Highly Satisfactory rating of Ms. Elizabeth F. Napoli and to retain Ms. Napoli as the Executive Director of GHURA. Motion was seconded by Commissioner Sanchez. There were no objections. Motion passed unanimously.</p> <p>Dr. Kimberly Bersamin added that pursuant to 5GCA §43202 a one-year evaluation will also be required. The Executive Director's one-year evaluation will be due in July and the Deputy Director's evaluation due in August. Dr. Bersamin indicated that a courtesy reminder will be forwarded to the board members in June of 2023.</p>
<p>V. Old Business 1. Intent to Award- IFB#GHURA-23-03-CDBG-5TREN; Talofoto Renaissance Concrete Repair and Renovation</p>	<p>[064/23] Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Bid Opening was held on March 2, 2023 at 2PM • A total of (4) contractors purchased a set of bid specification packets • Base Bid #1 &2 is a design build project to repair the existing roof concrete spalls, removal of existing electrical work, and the renovation of (5) homes. • Government Estimate- \$346,870.81 • A total of (4) contractors submitted bids: <ul style="list-style-type: none"> ○ Guam Evergreen Corp.- submitted 15% bid bond and for Base bid 1 & 2, \$516,880.00 ○ Bascon Corp.- Submitted 15% bid bond and for Base bid 1 & 2, \$442,754.00 	

AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> ○ O.H. Construction- Submitted 15% bid bond and for Base bids 1 & 2, \$304,000.00 ○ Genesis-Tech Corp.- Submitted 15% bid bond and for Base Bid 1 &2, \$245,000.00 <ul style="list-style-type: none"> • GHURA AE Staff requested that Genesis-Tech submit a methodology and schedule of value due to the disparity differences between the government estimate and the Genesis-Tech prices. • GHURA AE Staff reviewed the Genesis-Tech Corp. documents and concluded that they are aware and understand the magnitude of the scope of work and cost. • Based on GHURA AE staff's review and determination, Genesis-Tech Corp. provided the lowest responsive and responsible bid for Base Bids 1&2. They have also been cleared by the Department of Labor compliance, OSHA and EPLS Debarred List. • GHURA requested the approval to issue the contract to Genesis-Tech Corp. for Base Bids 1 &2 in the total amount of \$245,000.00 • Funding available under Non-Federal funds <p>Commissioner Ishizaki inquired about why the units were not occupied. Ms. Katherine Taitano, GHURA Chief Planner, stated that 4 of the 5 units were occupied for a period, but the units had fallen into disrepair. The intention was to renovate and rent the units, but GHURA would soon discover that it was very difficult to repair units as old as they were. She added that the uses that were planned for the units were either incompatible with the area or ineligible under CDBG. Currently, the effort is to bring the units into compliance in order for them to be used as affordable housing.</p> <p>Commissioner Sanchez inquired about the timeline of completion of this project. Deputy Director Esteves indicated that GHURA is tracking</p>	

AGENDA ITEM	DISCUSSION	ACTION
	<p>the completion of the project to be by the end of the fiscal year.</p>	<p>[065/23] Commissioner Sanchez motioned to approve the Intent to Award IFB#GHURA-23-03-CDBG-5TREN; Talofoto Renaissance Concrete Repair and Renovation to GenesisTech Corporation in the amount of \$245,000.00. Commissioner Ishizaki seconded the motion. No objections. Motion passed unanimously.</p>
<p>VI. Executive Director's Report:</p> <ol style="list-style-type: none"> 1. Project Updates 2. Division Updates 	<p>[066/23] Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Project Updates- Director Napoli tabled this item until the next board meeting • Reminder- GHURA was selected for the FY2023 Comprehensive Compliance Monitoring review by a HUD team during the week of May 8, 2023. <ul style="list-style-type: none"> ○ The team will be assessing the agency's program performance and compliance with requirements and regulations. They will also assess operation management, financial conditions, physical conditions and governance. ○ Results of the monitoring report will indicate findings, observations, recommendations and best practices and will be shared with the board • Information on the Umatac Baseball Field Ribbon Cutting Ceremony is forthcoming. <p>There was no further discussion.</p>	<p>NO ACTION TAKEN</p>

AGENDA ITEM	DISCUSSION	ACTION
VII. General Discussions/ Announcements	<p>[067/23] Commissioner Ishizaki requested a status report on the Lighthouse Recovery project.</p> <p>Mr. Sonny Perez stated the following updates:</p> <ul style="list-style-type: none"> • Construction is 50% complete • Metal decking of the upper roof had been installed • Concrete for the lower roof had been completed. • Completion date estimated to be sometime in August • Update on the Pano Agat homes: <ul style="list-style-type: none"> ○ Project cost set at \$664,000 ○ 2,400 sq. ft., roughly 1,200 sq. ft./home= \$277/sq. ft. ○ Pre COVID (2017-2018) cost was \$185/sq. ft., which is about a 60% increase in (2) years <p>There was no further discussion.</p>	<p>NO ACTION TAKEN</p>
VIII. Adjournment	<p>[068/23] Chairman Rivera announced the proposed date and time of the next GHURA BOC meeting. He indicated that the board members will be contacted via email regarding a consensus on the date and time.</p>	<p>[069/23] Commissioner Rice moved to adjourn the April 25, 2023 BOC meeting. Commissioner Sanchez seconded the motion. There were no objections. Motion passed and meeting adjourned at 1:42PM.</p>

SEAL



 Elizabeth F. Napoli
 Board Secretary/Executive Director
 Date 06/20/2023

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

MEMORANDUM:

TO: Board of Commissioners

FROM: Elizabeth F. Napoli 
Executive Director

DATE: April 18, 2023

SUBJECT: Intent of Award
IFB # GHURA-23-10-MOD6-AMP3
Renovation of Six (6) Public Housing Units

Bid opening for the subject project was held on April 06, 2023 at 2:00 p.m. A total of 4 contractors purchased a set of bid specifications of which both submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Contractor:	Bid Bond	Base Bid No. 1
1	Valcon Guam, LLC	[x] 15%	\$260,961.48
2	Genesis-Tech Corporation	[x] 15%	\$233,000.00
3	Guam Evergreen Corporation	[x] 15%	\$207,740.00
4	O.H. Construction	[x] 15%	\$183,000.00
Government Estimate			\$216,185.00

The intent of the project is to modernize units as per scope of work. Base Bid 1 consists of 6 vacant units at the AMP 3 sites. Of these 6 vacant units, 4 units are located in Agat, and 2 in Merizo. Modernization includes but is not limited to, cleaning building interiors and common areas, replacing exterior and interior doors, carpentry, painting, plumbing, sewer replacement, and electrical work. A detailed scope of work is included in the bid documents for review.

In review of the bid results: O.H. Construction provided the lowest responsive and responsible bid. O.H. Construction has completed several GHURA projects over the last 3 years with good standing. They also have been cleared by Department of Labor compliance, OSHA and EPLS Debarred list (see attached verification).

Based on A/E staff's review and determination, we are requesting approval to issue the contract to O.H. Construction for the total amount of \$183,000.00. Funding is available under the Capital Fund Program.

Attachments: Bid Tabulation
Clearance
Gov cost estimate

At the Regular Board Meeting of April 25, 2023, a motion was made by Commissioner Ishizaki and seconded by Commissioner Sanchez to approve the Intent of Award of IFB#GHURA-23-10-MOD6-AMP3 for the Renovation of Six (6) Public Housing Units to O. H. Construction in the amount of \$183,000.00. Without any further discussion and objection, the motion was approved.



Elizabeth F. Napoli, Executive Director

IFB-GHURA-23--10-MOD6-AMP3
 Renovation of Six Public Housing Unit
 Proposal due date: April 6, 2023
 Proposal due time: 2:00 p.m.

No	Vendor Name	Base Bid item: 1	Bid Bond	Name of Bonding Co. and name	HUD 5369-A	AG Forms 2, 3, 4, 5, 7	AG Notarized 2, 3, 4, 5, 7	GHURA FRM 09	GHURA FRM 010	GHURA FRM 013	GHURA Form 01B	GHURA Form 016	Contractor License	Addendum 1	Addendum 2	Amendment 1
1	Volcon Guam	260,961.48	15%	Pacific Ins. Ins.	✓	✓✓✓✓✓	✓✓✓✓✓	✓	✓	✓	✓	✓	✓			
2	Genesis Tech Corp	233,000.00	15%	First Net Ins.	✓	✓✓✓✓✓	✓✓✓✓✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3	Guam Evergreen Corp	207,740.00	15%	First Net Ins.	✓	✓✓✓✓✓	✓✓✓✓✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4	O.H. Construction	183,000.00	15%	First Net Ins.	✓	✓✓✓✓✓	✓✓✓✓✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
5																
6																
7																
8																
9																
10																

ATTESTED BY: Eddie Pamban Date: 4/6/23
Ann S. SSB Date: 04/26/23

[Signature] Date: 04-06-2023
 Date: _____

Thursday 4/6/23 2:42pm
 Bids Rec. by: [Signature]

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
 ATURIDAT GINIMA'YAN RINUEBAN SIUDAT GUAHAN
 Verification of Status for Contractors**

To: File
 From: Architect & Engineering Manager
 Subject: GHURA-23-10-MOD6-AMP3; Renovation of Six (6) Public Housing Units

In Order to ensure that the contractor awarded does not have any outstanding claims against them, we requested that the listed government Agencies provide us with a current standing or any information which may be pertinent to the above contract. The following outlines the contractor's standings with the listed agencies.

Company Name	Valcon Guam, LLC	Genesis-Tech Corporation	Guam Evergreen Corporation	O.H. Construction
Department of Labor:				
<i>ALPCD</i>	4/17/2023	4/17/2023	4/17/2023	4/17/2023
<i>Fair Employment Practice</i>	4/17/2023	4/17/2023	4/17/2023	4/17/2023
<i>Wage & Hour</i>	Currently under investigation	4/17/2023	4/17/2023	4/17/2023
<i>Workers Compensation</i>	Exp. 11/16/2023	Exp. 6/30/2023	Exp. 6/10/2023	Exp. 6/8/2023
Guam Contractors License Board	Contractor to obtain clearance from Guam Contractors License Board			
U.S. Department of Labor	4/17/2023	4/17/2023	4/17/2023	4/17/2023
Revenue & Tax EIN/SSN	Contractor to report to Revenue and Tax Office			
OSHA	4/19/2023	4/19/2023	4/19/2023	4/19/2023
SAM Debarred List	4/19/2023	4/19/2023	4/19/2023	4/19/2023

Sonny P. Perez
 Sonny P. Perez

CFP Amp-3 (6units MOD)

ESTIMATED BY
Andrew M. Manglona, Planner III

DATE PREPARED
1/31/2023

BASIC BID

LOCATION	Unit Number	Bedrm.	Estimate Cost
Amp-3, GH-82, Lower Agat	A07	1	\$ 27,277.50
Amp-3, GH-82, Lower Agat	A12	1	\$ 27,277.50
Amp-3, GH-82, Upper Agat	A29	1	\$ 27,277.50
Amp-3, GH-83, SD Merizo	113B SD	2	\$ 29,655.00
Amp-3, GH-83, ND Merizo	127 ND	5	\$ 54,187.50
Amp-3, GH-99, Agat	43 MAO	4	\$ 50,510.00
	Total		<u>\$ 216,185.00</u>

COST ESTIMATE

ACTIVITY AND LOCATION: 4 bedroom

Ghura-250

CONSTRUCTION CONTRACT NO.

SHEET 1 OF 1

PROJECT TITLE:reno-4bdbrm

IDENTIFICATION NO.

ESTIMATED BY

Andrew M. Manglona, Planner III

DATE PREPARED

1/31/2023

ITEM DESCRIPTION	QUANTITY		UNIT	ENGINEERING ESTIMATE		TOTAL	UNIT COST BASED ON PREVIOUS MOD PROJECTS
	NUMBER			UNIT COST			
Termite treatment	1200	sf		\$0.60	\$	720.00	
Interior Painting	2400	sf		\$	1.50	\$ 3,600.00	
exterior entry & exit doors	2	ea		\$	1,700.00	\$ 3,400.00	
exterior storge & WH doors	3	ea		\$	1,200.00	\$ 3,600.00	
interior bedroom doors	4	ea		\$	750.00	\$ 3,000.00	
interior bathroom & hallway doors	3	ea		\$	550.00	\$ 1,650.00	
screen panels (repair)	4	ea		\$	150.00	\$ 600.00	
Kitchen up-grade	1	ea		\$	4,200.00	\$ 4,200.00	
remove old tiles & dispose	1200	sf		\$	1.20	\$ 1,440.00	
install vinyl floor tiles	1200	sf		\$	2.75	\$ 3,300.00	
bathroom up-grade	1	ls		\$	1,600.00	\$ 1,600.00	
lighting fixtures	12	ea		\$	125.00	\$ 1,500.00	
Change out medicine cabinet	2	ea		\$	125.00	\$ 250.00	
New range hood	1	ea		\$	120.00	\$ 120.00	
smoke detector	5	ea		\$	220.00	\$ 1,100.00	
replace light switch & outlets	12	ea		\$	65.00	\$ 780.00	
exterior works	1	ls		\$	1,200.00	\$ 1,200.00	
General cleaning-in & out	1	LS		\$	650.00	\$ 650.00	Estimate cost per Bedroom Size
total				\$	-	\$ 32,710.00	\$ 8,177.50
Up-grade electrical panel box	1	LS		\$	7,500.00	\$ 7,500.00	
Sewer replacement	1	LS		\$	8,000.00	\$ 8,000.00	2bdbrm
Sewer replacement	1	LS		\$	8,000.00	\$ 8,000.00	3bdbrm
Sewer replacement	1	LS		\$	12,000.00	\$ 12,000.00	4bdbrm
Sewer replacement	1	LS		\$	12,000.00	\$ 12,000.00	5bdbrm
Up-grade kitchen cabint replacement	1	LS		\$	5,800.00	\$ 5,800.00	
PARTITION HARDING CEMET BD (GH-82)	1	LS		\$	5,800.00	\$ 5,800.00	1bdbrm

COPY

Genesis-Tech Corporation

P.O. Box 23059
Barrigada, Guam 96921

Tel/Fax:(671)637-3370
e-mail:genesistechguam@gmail.com

TRANSMITTAL

Date : April 12, 2023

To : **Sonny Perez**
Architectural & Engineering Manager
Guam Housing and Urban Renewal Authority

Attention : **Andrew Manglona**
Planner
FME Management

Subject : Submittal No. 19
Design-Build & Construction of Two New Homes in Agat & Dededo
GHURA-08-26-2021-HOME

FORWARDED HEREWITH:

Shop Drawing Plan Specifications Request for information's Electronic File or Diskette(s)
 Copies of Drawings Transmittal Letter Material Submittal Estimates Others

This Package includes the following:

Item No.	Item Description	No. of Copies			Contract Reference Documents	For Action Code
		Qty.	Units	Dept.		
1.0	Request for Change Order No. 2	4	pages	FME Management		

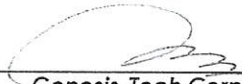
REMARKS:

THE FOLLOWING ACTION CODES ARE GIVEN TO ITEMS SUBMITTED

A-Approved as submitted

B-Approved as noted

C-Disapproved



Genesis-Tech Corporation

REGD SECTION 8
APR 13 '23 PM 8:45

Genesis-Tech Corporation

P.O. Box 23059 Barrigada, Guam 96921
Tel/Fax: (671)637-3370
genesistechguam@gmail.com

04/12/2023

To: Ms. Elizabeth F. Napoli 
Executive Director
Guam Housing and Urban Renewal Authority
117 Bien Venida, Sinajana Guam 96910

Attn: Mr. Sonny Perez
AE Manager

Reference: Design-Build & Construction of Two New Homes in Agat & Dededo
GHURA-08-26-2021-HOME

Subject: **A Change Order Request No. 002 (Drainage Correction)**

Hafa Adai,

A proposed correction to alleviate water runoff to the rear adjacent lowest most property, additional Construction Works consists of the followings:(L12 B2 T240 Astumbo, Chalan Pnao, Dededo)

1. Description:

Item No.1: 8" CMU Wall X 2'-8" high w/ #4 vert. bars @16" o.c. & #3hor. Bars @16" o.c. w/ 12" THK x 24" wide ftg. Top of ftg. 12" below lowest fin. grade.----- **\$7,000.00**

Item #2: Reinforce conc curb(100LF) 1'-8" high, 3-#4 hor, cont. w/ #4 @12" o.c. vert. bars
-----**\$5,000.00**

Item #3: Infiltration trench 20" W x 30" D x 20"L w/ 2" dia. Drain rock-----**\$3,700.00**

2. The proposed cost **\$15,700.00** as Lump Sum Basis (Total Lot, Labor & Materials) all work to be complete in substantial work manlike manner.

Therefore, we request an extension of this time of approximately 20 Days to complete this project. Your kind review and acceptance of this proposal would be appreciated. Please feel free to contact us at (671)637-3370 or (671)888-5785 for any question that you might have.

Sincerely yours,



Young Kim
General Manager

Attachments:2 pages of Detailed Plans

CC: Mr. Andrew Manglona
AE Planner

At the Regular Board Meeting of April 25, 2023, a motion was made by Commissioner Sanchez and seconded by Commissioner Ishizaki to approve the Change Order #2 for IFB#GHURA-08-26-2021-HOME; Design-Build and Construction of Two New Homes in Agat and Dededo to Genesis-Tech Corporation in the amount of \$15,700.00. Without any further discussion and objection, the motion was approved.

ITEM #1

8"CMU wall x 24"high
w/ #4vert. bars @ 16"o.c. & #3hor. bars
@ 16"o.c. w/ 12"thk x 24"wide ftg. top of ftg.
12" below lowest fin. grade

ITEM #2
rein. conc curb (100LF)
16" x 8" 3-#4 hor. cont. w/
#4@12"o.c. vert. bars

ITEM #3
Infiltration trench
24"W x 30"D x 20'L
w/ 2"dia. drain rock

new fence line as per original contract to remain, typ.

ITEM #4
N 04018'45" E 57.1061'

ITEM #5
N 83d21'21" W 92.1883'

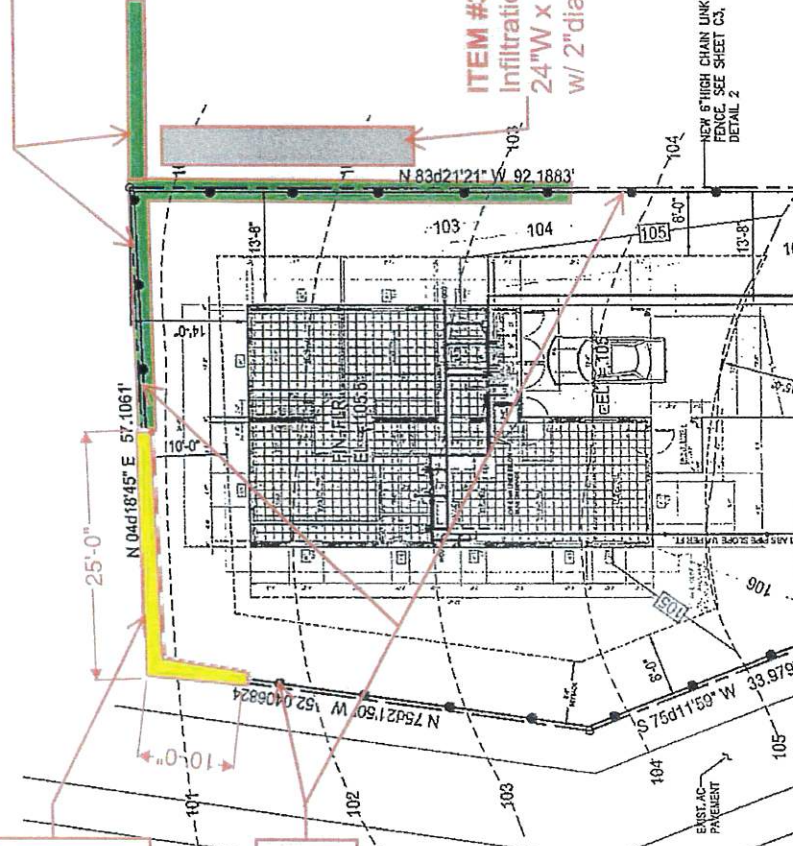
ITEM #6
N 75d21'50" W 152.0406824'

ITEM #7
M 65.11957 S 33.975'

ITEM #8
N 04018'45" E 57.1061'

ITEM #9
N 83d21'21" W 92.1883'

ITEM #10
M 65.11957 S 33.975'



CONTRACTOR:
GENESIS-TECH CORPORATION
P.O. BOX 23059
BARRIGADA, GUAM 96921
FAX (671) 637-3370
e-mail:
tiguam@gmail.com

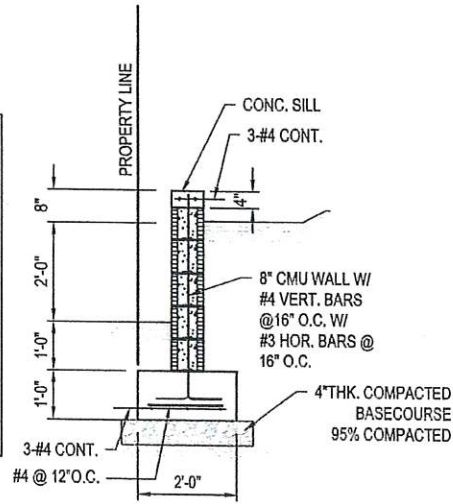
PERMIT SUBMITTAL

BACKFILL SHALL BE PLACED BY THE CONTRACTOR TO THE TOP OF THE FOUNDATION AND SHALL BE COMPACTED TO THE DESIGN SPECIFICATION. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL UTILITIES AT ALL TIMES. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PROTECTING ALL UTILITIES AND STRUCTURES ON THE SITE. THE CONTRACTOR SHALL MAINTAIN ALL NECESSARY RECORDS AND REPORTS TO THE ARCHITECT. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL UTILITIES AT ALL TIMES. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PROTECTING ALL UTILITIES AND STRUCTURES ON THE SITE. THE CONTRACTOR SHALL MAINTAIN ALL NECESSARY RECORDS AND REPORTS TO THE ARCHITECT.

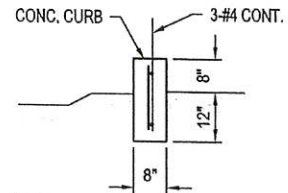
ADDITIONAL NOTES:
1. ALL WORK SHALL BE IN ACCORDANCE WITH THE SPECIFICATIONS AND DETAILS SHOWN ON THESE DRAWINGS.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES.
3. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL UTILITIES AT ALL TIMES.
4. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PROTECTING ALL UTILITIES AND STRUCTURES ON THE SITE.
5. THE CONTRACTOR SHALL MAINTAIN ALL NECESSARY RECORDS AND REPORTS TO THE ARCHITECT.
6. ALL MATERIALS SHALL BE OF QUALITY AS SPECIFIED IN THE SPECIFICATIONS AND SHALL BE PROTECTED DURING THE DURATION OF THE PROJECT.
7. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES.
8. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL UTILITIES AT ALL TIMES.
9. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PROTECTING ALL UTILITIES AND STRUCTURES ON THE SITE.
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11. ALL WORK SHALL BE IN ACCORDANCE WITH THE SPECIFICATIONS AND DETAILS SHOWN ON THESE DRAWINGS.
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13. THE CONTRACTOR SHALL MAINTAIN ACCESS TO ALL UTILITIES AT ALL TIMES.
14. THE CONTRACTOR SHALL BE RESPONSIBLE FOR PROTECTING ALL UTILITIES AND STRUCTURES ON THE SITE.
15. THE CONTRACTOR SHALL MAINTAIN ALL NECESSARY RECORDS AND REPORTS TO THE ARCHITECT.
16. ALL MATERIALS SHALL BE OF QUALITY AS SPECIFIED IN THE SPECIFICATIONS AND SHALL BE PROTECTED DURING THE DURATION OF THE PROJECT.

ADDITIONAL NOTES:
1. ALL WORK SHALL BE IN ACCORDANCE WITH THE SPECIFICATIONS AND DETAILS SHOWN ON THESE DRAWINGS.
2. THE CONTRACTOR SHALL BE RESPONSIBLE FOR OBTAINING ALL NECESSARY PERMITS AND APPROVALS FROM THE APPROPRIATE AGENCIES.
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16. ALL MATERIALS SHALL BE OF QUALITY AS SPECIFIED IN THE SPECIFICATIONS AND SHALL BE PROTECTED DURING THE DURATION OF THE PROJECT.

CONC. FTG. = 70cf
 CMU GROUT = 46cf
 CONC. SILL = 8cf
 $8 \times 8 \times 16 \text{ CMU} = 116 \text{sf} / .88 = 135 \text{ pcs}$
 $\#4 = 0.668 \text{ lbs per ft}$
 $\text{REBAR} = 7 \times 35 = 245 \text{lf}$
 $35 \text{lf} / 1.33 = 27 \times 6.5 = 175.5 \text{lf}$
 $245 + 175 = 420 \text{lf} \times .67 \text{lbs} = 282 \text{lbs}$
 EXCAVATION = 140cf

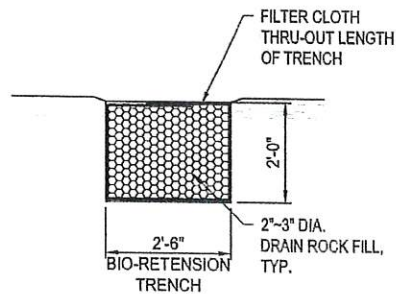


ITEM #1 - LOW WALL DETAIL
 35 LF



CONC.
 $1.66 \times .66 \times 100 = 109.56 \text{ CF}$
 $109.56 = 4.05 \text{ CY}$
 #4 REBAR:
 $\#4 = 0.668 \text{ lbs per ft}$
 $350 \text{LB} \times .668 = 234 \text{LBS}$
 EXCAVATION = 66cf

ITEM #2 - REINF CONC. CURB DETAIL
 100 LF



DRAIN ROCK:
 $2.5' \times 2' \times 20 \text{lf} = 100 \text{cf} / 27 = 3.7 \text{cy}$
 EXCAVATION: 3.7cy FILTER CLOTH: 225 sf

ITEM #3 - INFILTRATION TRENCH DETAIL
 20 LF

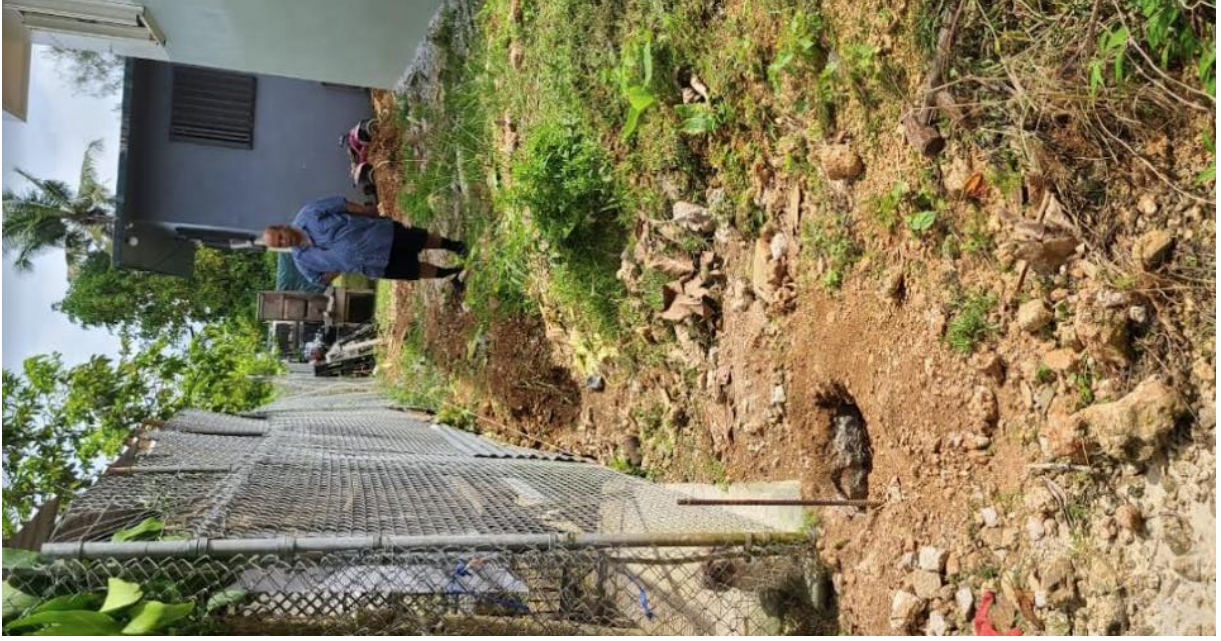
Design-Build & Construction of Two New Homes in Agat and Dededo

Change Order #2

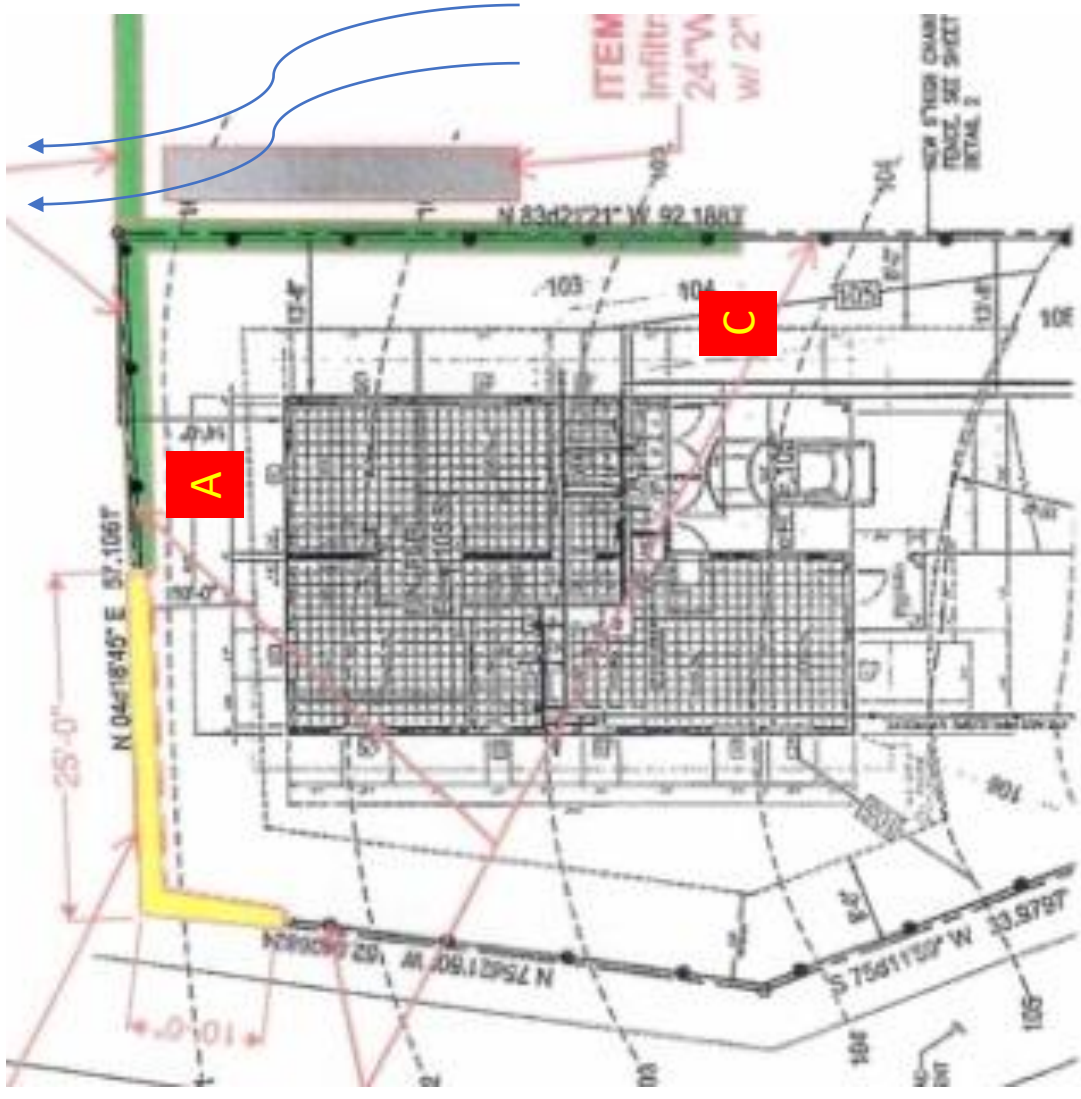
View A



View B



View C





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



April 18, 2023

TO: Board of Commissioners

FROM: Executive Director, Elizabeth F. Napoli 

SUBJECT: **Change Order No. 5**

IFB#GHURA-09-26-2017-CDBG; Upgrade of Baseball Fields at Sinajana and Umatac

At the Regular Board Meeting of April 25, 2023, a motion was made by Commissioner Ishizaki and seconded by Resident Commissioner Corpus to approve the Change Order #5 for IFB#GHURA-09-26-2017-CDBG; Upgrade of Baseball Fields at Sinajana and Umatac in the amount of \$15,689.88 to Infratech International LLC. Without any further discussion and objection, the motion was approved.

InfraTech International LLC has an ongoing contract for Upgrade of Baseball Fields at Sinajana and Umatac. A/E Staff conducted a meeting with Infratech International LLC and determined the lights would need to be changed.

Original Contract:	\$810,000.00	Contract NTP Date:	June 06,2018
Changes Approved:	\$286,978.7	Contract Duration:	BB# 1
			260 Calendar Days (Design) February 21,2019
Adjusted Contract Amount:	\$1,096,978.7	Contract Completion Date:	July 31,2022
This Change Order:	5	Extension This Change Order:	0 calender days
Change order amount:	\$15,689.88		
New Adjusted Contract Amount:	\$1,112,668.58	New Completion Date:	April 30,2023

Cost Analysis and Justification:

1. Removing existing lights and replacing with new lights.
Cost: \$15,689.88

Based on A/E staff's review, we are requesting Board approval for a change order/contract modification with Infratech International LLC in the amount of \$15,689.88 for the additional work stated above. A/E has determined the cost proposals are reasonable and acceptable.

Attachment: Contractor invoice for lights

Millenium International USA, Inc.

100 N. Brand Boulevard, Suite #208
 Glendale, California 91203
 Tel. 818-539-2208/Fax.818-539-2210
Email Address: Sales@MillInUSA.com

INVOICE	
DATE	INVOICE No.
3/10/23	5880-23

BILL TO: STAR DELTA ELECTRICAL
 181 Chalan Tun Luis Takano
 Yigo, Guam 96929

Tel. 671-653-7827
 Cell. 671-489-2514

SHIP TO: Star Delta Electrical
 c/o Wiseway Logistics , Inc.
 17246 S. Main Street
 Gardena, Ca 90248

Phone 1-800-228-8465
 Attn: Michael Feist
 Please notify Joseph ,upon arrival. Tel. 671-489-2514

Purchase Order: 23-128 Umatac Baseball Field

Item #	DESCRIPTION	QUANTITY			PRICE	Net 30 Days
		ORDERED	ON ORDER	B/O	PER EACH	AMOUNT
1	LED Light Experts CAT. #: 140000 Lumens Icon Pro 111 - Series 1000 Watts LED Spots LED and Area Light 5000K Flood Mlunt 90 and 40 degrees included	12	12		1237.49	14,849.88
2	1 Lot = Ocean Freight to Guam.	1	1		840.00	840.00
3	50% Required Deposit	1	1		-7844.94	-7,844.94

Note:
 A Finance Charge of 1½ % per month will be assessed on all past due Invoices.

Total Extended Price 7,844.94

Balance after DP **\$7,844.94**

amdg

THANK YOU FOR YOUR BUSINESS



GHURA

Guam Housing and Urban Renewal Authority
Aturidat Ginima' Yan Rinueban Siudad Guahan

117 Bien Venida Avenue, Sinajana, Guam 96910
Phone: (671) 477-9851 • Fax: (671) 300-7565 • TTY: (671) 472-3701



Summary of Executive Management Performance Evaluation (EMPE) for

Fernando B. Esteves –Deputy Director

Review Period: 08/22/2022 – 02/21/2023 (6-month Initial)

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 overall ratings submitted, Mr. Fernando B. Esteves earned a **“Highly Satisfactory”** performance evaluation rating as GHURA's Deputy Director for the initial 6-month period (08/22/2022 – 02/21/2023). 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

At the Regular Board Meeting of April 25, 2023, a motion was made by Commissioner Sanchez and seconded by Commissioner Rice and Resident Commissioner Corpus to approve Deputy Director Fernando Esteves's “Highly Satisfactory” performance evaluation and the Board of Commissioners also approves to retain Mr. Esteves as the Deputy Director of the Guam Housing and Urban Renewal Authority. Without any further discussion and objection, the motion was approved.

As a result of the **“Highly Satisfactory”** performance evaluation, the GHURA Board of Commissioners **retain** Mr. Fernando B. Esteves as the Deputy Director of the Guam Housing and Urban Renewal Authority.

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

K.K. Bersamin - 4/13/2023



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

RATER: John J. Rivera

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
Period of Report From: 08/22/2022 To: 02/21/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (Initial) <input type="checkbox"/> Annual	

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 GHU 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)

Deputy Director Esteves is a great addition to the team. His experience, expertise, and leadership propensity will yield exponentially for GHURA. GHURA, organizationally, is unique throughout the system; there is no other entity like it. While the situations we face may seem homogenous, the community we serve are diverse. This will allow the Deputy to optimize and maximize his skills to find creative and innovative solutions to the challenges we face.



**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: <i>Completed by Supervisor</i> <i>(Check the rating that applies to each)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
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 & 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 FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
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PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
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Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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Comments/Justification:
The Deputy's care and concern for the community and finding permanent and long-term solutions is evident.

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"/>
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Comments/Justification:
I appreciate the Deputy's attention to detail and focus on the integrity of our policy and 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: February 20, 2023

Monica O. Guzman, Vice Chairwoman, 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:

Nathanael P. Sanchez, 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
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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 thank the Chairman for his comments and look forward to our continued work.



Employee Signature

4/14/2023

Date



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

1806
4/14/23

RATER: Monica Q. Guzman

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
Period of Report From: 08/22/2022 To: 02/21/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (Initial) <input type="checkbox"/> Annual	

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)

Since arriving at GHURA, Mr. Esteves immediately instituted systems reforms which are commendable however he should always keep in mind the goal and mandate of the agency and strive to build relationships across all sectors.



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

Employee Name	Position Classification / Title Deputy Director (Unclassified)				Employee ID No.	
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	
FERNANDO B. ESTEVES						780
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)						
<i>1. Leadership</i>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>3. Communicates Vision and Direction</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>4. Champions Innovation</i>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>8. Leads Change</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>9. Inspires and Directs Action</i>	<input type="checkbox"/>	<input type="checkbox"/>	<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"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>12. Business Acumen</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
<i>13. Effective Operation & Maintenance of Section 8 and AMP's</i>	<input type="checkbox"/>	<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 FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780
<u>PART III - STANDARDS</u> <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Un-Satisfactory
Performance Standard: <i>(Customer Focus)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments/Justification:

Deputy Esteves performance in client relations is highly satisfactory however he can foster building relationships based across all sectors.

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

Deputy Esteves has performed highly satisfactory in his efforts to adhere to all local and federal policies and regulations.

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:

 Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date: 2/20/2023

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:

Nathanael P. Sanchez, 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
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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 register my comments with the utmost respect and appreciation for the service of former Vice Chairwoman Monica Guzman. Part II was evaluated with two "Outstanding", seven "Highly Satisfactory", and four "Satisfactory"; Part III and IV were rated at "High Satisfactory". I strongly believe the mean of "High Satisfactory" as the overall rating to be more appropriate based on the guidance outlined in Part V. However, I fully understand that our time working together was limited and accept your rating.



Employee Signature

4/14/23

Date



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

Rec'd CB 4/12/2023 - HR

RATER: Anisia S. Delia

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
Period of Report From: 08/22/2022 To: 02/21/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (Initial) <input type="checkbox"/> Annual	

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	Position Classification / Title	Employee ID No.			
FERNANDO B. ESTEVES	Deputy Director (Unclassified)	780			
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)					
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
1. <i>Leadership</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. <i>Strategic Planning</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. <i>Communicates Vision and Direction</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. <i>Champions Innovation</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
5. <i>Promotes Ethics</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
6. <i>Builds Relationships</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
7. <i>Decision Making</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
8. <i>Leads Change</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
9. <i>Inspires and Directs Action</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. <i>Promotes Diversity</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
11. <i>Accountability / Fiscal / Fiduciary Responsibility</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
12. <i>Business Acumen</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
13. <i>Effective Operation & Maintenance of Section 8 and AMP's</i>	<input type="checkbox"/>	<input 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 FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780	
PART III - STANDARDS (Completed by Supervisor)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: (Customer Focus)					
Comments/Justification:					
DD Esteves has recently joined the GHURA team and has shown himself to be innovative in his thinking and clearly communicates his vision. He has shown to be an "out-of-the box" thinker. I look forward to him bringing his innovative ideas to fruition.					
Performance Standard: (Adherence to Policy and Federal HUD Regs)					
Comments/Justification:					
DD Esteves demonstrates institutional knowledge of Federal HUD regulations by monitoring any changes to policies that are issued. I look forward to working with him more.					

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: _____

Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date: _____

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date: _____
 4/11/23

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

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

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date: _____

Karl E. Corpus, Resident COMMISSIONER Date: _____



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

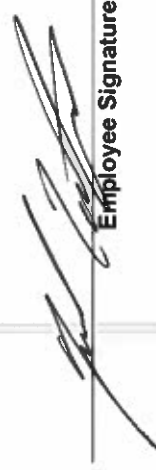
Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
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COMPLETE BY EMPLOYEE:

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 thank the Commissioner for her comments and feedback. I strongly believe with additional time, current initiatives and goals will be realized for the benefit of GHURA and those we serve. I look forward to continue working together.


Employee Signature

4/14/2023
Date



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

RATER: Frank T. Ishizaki

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
Period of Report		
From: 08/22/2022	To: 02/21/2023	Reason for Report
<input checked="" type="checkbox"/> Semi-Annual (Initial) <input type="checkbox"/> Annual		

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.

Rec 3/17/23 M

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



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

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



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

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
Performance Standard: <i>(Customer Focus)</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:					
Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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: _____

Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date: _____

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

Frank T. Ishizaki, Member, GHURA BOARD OF COMMISSIONERS Date: 9/16/2023

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

Nathanael P. Sanchez, 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
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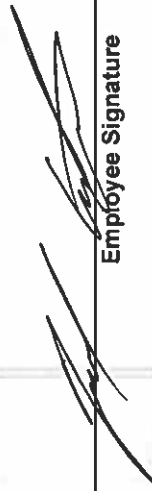
COMPLETE BY EMPLOYEE:

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 #16 thank the Commissioner for his evaluation and our continued forward progress.


Employee Signature

4/14/2023
Date



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

RATER: Emilia F. Rice
Position Classification / Title
Deputy Director (Unclassified)

Employee ID No.
780

Employee Name
FERNANDO B. ESTEVES

Reason for Report
 Semi-Annual (Initial) Annual

Period of Report
From: 08/22/2022 To: 02/21/2023

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.

100% see 2/21/23

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

In his capacity as deputy director, I find Fernando Esteves an astute individual with the capability to absorb and retain information and best practices concerning HUD and GHURA whilst maintaining an exemplary standard of professionalism. He demonstrates the wherewithal and capacity to stand by his professional decisions and does not hesitate to revisit and rectify prior discrepancies with past projects. Through his mentorship of other professionals employed within with the agency it is easily recognizable that the forward momentum of GHURA is in capable and effective hands. The department managers are ensured that all operational functions are in compliance with HUD & GovGuam mandates, within budget, monitored/tracked & reported within established scheduled timelines. Whenever and whatever project obstacles may arise, immediate assessments and recommendations are submitted for review. Upon approval, SOP directives applied, followed through and project continues through to completion. Transparency at its best.

His recruiting efforts are to be noted for requesting Above Step pay for employees not having received pay grade commensurate with respective positions. Also to be noted is the hiring of temporary (substantial length of time) classed employee to classified position in light of scarcity of professional levels in local market.



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

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



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

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780	
PART III - STANDARDS (Completed by Supervisor)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
Performance Standard: (Customer Focus)	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification:					
Further to comment ref Summary of Performance – mention of projects completed & ongoing as follows: Sinajana Central Community Arts Hall, iLearn Academy Charter School (iLACS), Umatac Baseball Rehab Field, IFB GHURA AMPS 1,3 &4, ROSS Program for the Elderly to name a few.					
Professional Training – Employee Enhancement – ROSS Coordinator - Off Island – National Service Coordinator Conference @ Anaheim, CA - 08/14 - 17/2022					
UOG – 2022 Guam Housing Symposium – “Bridging Gaps for a Sustainable Tomorrow” HUD Ethics Training					
Performance Standard: (Adherence to Policy and Federal HUD Regs)	<input type="checkbox"/>	<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:

Monica O. Guzman, Vice Chairwoman, 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: 02/21/2023

Nathanael P. Sanchez, 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
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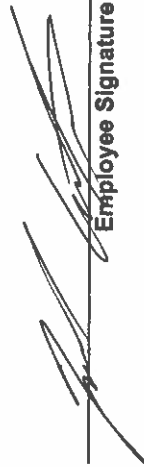
COMPLETE BY EMPLOYEE:

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 thank the Commissioner for her comments and greatly appreciate her attentiveness to the positive changes moving GHURA forward. I look forward to our continued work.


Employee Signature

4/14/2023
Date



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

Reviews/7/23

RATER: Nathanael P. Sanchez

Employee Name

FERNANDO B. ESTEVES

Position Classification / Title

Deputy Director (Unclassified)

Employee ID No.

780

Period of Report

From: 08/22/2022

To: 02/21/2023

Reason for Report

Semi-Annual (Initial)

Annual

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.
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- 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

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	Un-satisfactory
<i>1. Leadership</i>	<input checked="" 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"/>
<i>3. Communicates Vision and Direction</i>	<input checked="" 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"/>
<i>5. Promotes Ethics</i>	<input checked="" 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"/>
<i>7. Decision Making</i>	<input checked="" 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"/>
<i>9. Inspires and Directs Action</i>	<input checked="" 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"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" 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"/>
<i>13. Effective Operation & 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 FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
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PART III - STANDARDS *(Completed by Supervisor)*

Outstanding **Highly Satisfactory** **Satisfactory** **Marginal** **Unsatisfactory**

Performance Standard: *(Customer Focus)*

Comments/Justification:

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

Comments/Justification:

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

OUTSTANDING

HIGHLY SATISFACTORY

RETAIN

NOT RETAIN

SATISFACTORY

MARGINAL

UNSATISFACTORY



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

Monica O. Guzman, Vice Chairwoman, 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: _____

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date: _____

03-17-23


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
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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 thank the Commissioner for his evaluation and our continued forward progress.


Employee Signature

4/14/2023
Date



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

GHURA

RATER: Karl E. Corpus

Employee Name

FERNANDO B. ESTEVES

Position Classification / Title

Deputy Director (Unclassified)

Employee ID No.

780

Period of Report

From: **08/22/2022** To: **02/21/2023**

Reason for Report

Semi-Annual (Initial) Annual

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.

Handwritten signature and date: 02/17/23

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.			
FERNANDO B. ESTEVES	Deputy Director (Unclassified)	780	780	780	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)					
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
1. Leadership	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
2. Strategic Planning	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. Communicates Vision and Direction	<input type="checkbox"/>	<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"/>	<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 EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)			Employee ID No. 780	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: <i>(Customer Focus)</i>					
Comments/Justification:					
Performance Standard: <i>(Adherence to Policy and Federal HUD Regs)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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: _____

Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date: _____

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

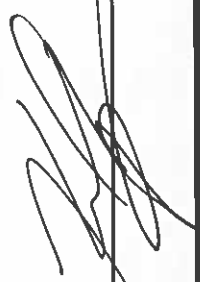
Frank T. Ishizaki, Member, GHURA BOARD OF COMMISSIONERS Date: _____

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

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date: _____

Karl E. Corpus, Resident COMMISSIONER

Date: 2023, March 16th





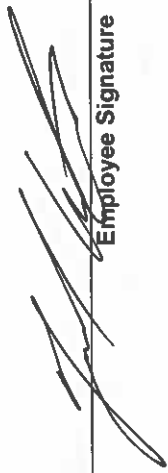
GUAM HOUSING AND URBAN RENEWAL AUTHORITY EXECUTIVE MANAGEMENT PERFORMANCE EVALUATION (EMPE)

Employee Name FERNANDO B. ESTEVES	Position Classification / Title Deputy Director (Unclassified)	Employee ID No. 780
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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 thank the Commissioner for his evaluation. I look forward to our continued work.



Employee Signature

4/14/2023

Date

PREFACE

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



GHURA

Guam Housing and Urban Renewal Authority
Aturidat Ginima' Yan Rinueban Siudad Guahan
117 Bien Venida Avenue, Sinajana, Guam 96910
Phone: (671) 477-9851 • Fax: (671) 300-7565 • TTY: (671) 472-3701



Summary of Executive Management Performance Evaluation (EMPE) for

Elizabeth F. Napoli – Executive Director

Review Period: 07/08/2022 – 01/07/2023 (6-month Initial)

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 overall ratings submitted, Ms. Elizabeth F. Napoli earned a **“Highly Satisfactory”** performance evaluation rating as GHURA’s Executive Director for the initial 6-month period (07/08/2022 – 01/07/2023). 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

At the Regular Board Meeting of April 25, 2023, a motion was made by Resident Commissioner Corpus and seconded by Commissioner Sanchez to approve Executive Director Elizabeth Napoli’s “Highly Satisfactory” performance evaluation and the Board of Commissioners also approves to retain Ms. Napoli as the Executive Director of the Guam Housing and Urban Renewal Authority. Without any further discussion and objection, the motion was approved.

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.

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

King Kwato 4/13/2023



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

RATER: John J. Rivera

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
Period of Report From: 07/08/2022 To: 01/07/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (Initial) <input type="checkbox"/> Annual	

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)

Executive Director Liz has done an great job considering the circumstances and the situation by which she had to assume leadership of GHURA. In this time, she worked diligently to stabilize operations, ensure continuity, and address current challenges that surmount. To be fair, she was faced with incredible divergent challenges and has met them with fortitude in a very short time.

Now that the Executive Director has laid the foundation, it is my hope that now the work shift to include more strategic and innovative direction setting. GHURA has tremendous potential to lead, innovate, and become a solution for the challenges facing our community. I sincerely appreciate the inclusive, collaborative, and communicative working relationship she fosters with myself as the Chair. I look forward to the good work ahead and where we will go under her leadership.



**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	
PART II - EXPECTATIONS OF EXECUTIVES: <i>Completed by Supervisor (Check the rating that applies to each)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
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 type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
3. <i>Communicates Vision and Direction</i>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
4. <i>Champions Innovation</i>	<input type="checkbox"/>	<input checked="" 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 type="checkbox"/>	<input checked="" 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 & Maintenance of HUD Plans and Projects</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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)			Employee ID No. 728	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-Satisfactory
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Comments/Justification: Executive Director Liz has always been customer focused. She continues to put the people first and look out for their well-being, balancing situation and policy.					
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: Executive Director Liz is always cognizant of the responsibility we have to HUD and the mindfulness that we must be be stewards to the people we serve.					

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:** February 20, 2023

Monica O. Guzman, Vice Chairwoman, 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:**

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS **Date:**

Karl E. Corpus, Resident COMMISSIONER **Date:**



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

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

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

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

I continue to be humbled by the confidence that Chairman Rivera has in my leadership of GHURA, and greatly appreciate his support. I will stay mission-focused in executing my duties and responsibilities for the benefit of the community.

E. F. Napoli

Employee Signature

04/14/2023

Date



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

1002
HR/HRD
4/11/23

RATER: Monica Q. Guzman

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
Period of Report From: 07/08/2022 To: 01/07/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (initial) <input type="checkbox"/> Annual	

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.



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

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

PART III - STANDARDS (Completed by Supervisor)

	Position Classification / Title Executive Director (Unclassified)			Un-Satisfactory
	Outstanding	Highly Satisfactory	Marginal	
Performance Standard: <i>(Customer Focus)</i>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments/Justification:

Director Napoli meets all the criteria for an outstanding evaluation in remaining focused on the agencies clientele.

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

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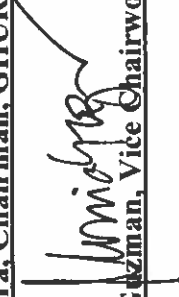
Comments/Justification:

Director Napoli meets all the criteria for an outstanding evaluation in adherence to policy and federal HUD regs.

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: _____
 Date: 2/20/2023
Monica O. Guzman, Vice Chairwoman, 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: _____

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date: _____

Karl E. Corpus, Resident COMMISSIONER Date: _____



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

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

Concur

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

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

I value the feedback from Commissioner Guzman. It has been an honor having her on GHURA's Board as she has provided guidance and support during her tenure. She will be sorely missed.

E. Napoli

Employee Signature

04/20/2023

Date



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

RATER: Anisia S. Delia

Rec'd CP 4/12/2023 - HR

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
Period of Report From: 07/08/2022 To: 01/07/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (initial) <input type="checkbox"/> Annual	

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)

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

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- 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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)				Employee ID No. 728	
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory	
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (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 type="checkbox"/>	<input checked="" 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"/>
4. Champions Innovation	<input type="checkbox"/>	<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"/>	<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 type="checkbox"/>	<input checked="" 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"/>
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)

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

PART III - STANDARDS (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:

ED Napoli is responsive, and accountable and continues to keep the best interest of the agency and customer in mind when making decisions. She continues to show a high level of passion for the needs of Public Housing customers. She is very customer-centric and always ensures issues are resolved. She is easily accessible to the Board of Commissioners and always provides valuable input. She has my full confidence and trust in all her recommendations.

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"/>
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Comments/Justification:

Deputy Director Napoli continues to demonstrate her institutional knowledge of Federal HUD regulations by monitoring any changes to policies that are issued. Her extensive knowledge allows GHURA to continually meet HUD requirements and deadlines. She continues to exude a high level of adherence to these policies and regulations in the execution of duties and responsibilities in the day-to-day operations.

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:

Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date:

Anisia S. Delia, Member, GHURA BOARD OF COMMISSIONERS Date:
 4/11/23

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

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

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date:



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

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

Concur

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

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

I thank Commissioner Delia for her evaluation of my performance and I will strive to ensure that GHURA continues to adapt, where needed, for the long-term fulfillment of its mission.

E. Napoli

Employee Signature

04/20/2023

Date



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

GHURA

RATER: Frank T. Ishizaki

Employee Name ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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Period of Report From: 07/08/2022 To: 01/07/2023	Reason for Report <input checked="" type="checkbox"/> Semi-Annual (initial) <input type="checkbox"/> Annual
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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)

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

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- 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: New 01/17/23 W

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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)				Employee ID No. 728		
	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory		
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (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"/>	<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"/>	<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"/>	<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"/>	<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 checked="" type="checkbox"/>	<input 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 checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
10. Promotes Diversity	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<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)

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

Monica O. Guzman, Vice Chairwoman, GHURA BOARD OF COMMISSIONERS Date:

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

Frank T. Ishizaki, Member, GHURA BOARD OF COMMISSIONERS Date: 3/16/2023

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

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date:



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

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

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

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

My utmost appreciation to Commissioner Ishiyaki. I look forward to his continuing work with GHURA, and I'm humbled by his feedback on my performance.

E. Napoli

Employee Signature

04/20/2023

Date



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

GHURA
Guam Housing and Urban Renewal Authority

RATER: Emilia F. Rice *ER*

Employee Name
ELIZABETH F. NAPOLI

Position Classification / Title
Executive Director (Unclassified)

Employee ID No. **728**

Period of Report

From: **07/08/2022** To: **01/07/2023**

Reason for Report

Semi-Annual (initial) Annual

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.

ER

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

Under the leadership of Elizabeth Napoli, GHURA has managed to maintain an exemplary standard of professionalism. This is due to the team of professionals employed within the agency. Her reliance in her partnership with the Deputy Director and department managers ensures that all operational functions are in compliance with HUD & GovGuam mandates, within budget, monitored/tracked & reported within established scheduled timelines. Whenever and whatever project obstacles may arise, immediate assessments and recommendations are submitted for review. Upon approval, SOP directives applied, followed through and project continues through to completion. Transparency at its best.

Her recruiting efforts are to be noted for requesting Above Step pay for employees not having received pay grade commensurate with respective positions. Also to be noted is the hiring of temporary (substantial length of time) classed employee to classified position in light of scarcity of professional levels in local market.



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

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



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

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

PART III - STANDARDS (Completed by Supervisor)

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

Comments/Justification:

Further to comment ref Summary of Performance – mention of projects completed & ongoing as follows:
Sinajana Central Community Arts Hall, iLearn Academy Charter School (iLACS), Umatac Baseball Rehab Field, IFB GHURA AMPS 1,3 &4, ROSS Program for the Elderly to name a few.

Professional Training -- Employee Enhancement – ROSS Coordinator - Off Island -- National Service Coordinator Conference @ Anaheim, CA - 08/14 - 17/2022

UOG – 2022 Guam Housing Symposium – “Bridging Gaps for a Sustainable Tomorrow” HUD Ethics Training

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

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:

Monica O. Guzman, Vice Chairwoman, 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: 02/21/2023



Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date:



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

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

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

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

I thank Commissioner Rice for her evaluation of my leadership and the value I place in "talent and institutional knowledge of staff at GHURA, as they truly continue to make it possible for GHURA to successfully meet its mission.

E. Stragol _____ Date
04/20/2023

Employee Signature

Date



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

Handwritten: Date 3/17/23

GHURA

Employee Name

ELIZABETH F. NAPOLI

RATER: Nathanael P. Sanchez

Position Classification / Title

Executive Director (Unclassified)

Employee ID No.

728

Period of Report

From: **07/08/2022**

To: **01/07/2023**

Reason for Report

Semi-Annual (initial)

Annual

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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor
(Check the rating that applies to each)

	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Unsatisfactory
<i>1. Leadership</i>	<input checked="" 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"/>
<i>3. Communicates Vision and Direction</i>	<input checked="" 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"/>
<i>5. Promotes Ethics</i>	<input checked="" 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"/>
<i>7. Decision Making</i>	<input checked="" 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"/>
<i>9. Inspires and Directs Action</i>	<input checked="" 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"/>
<i>11. Accountability / Fiscal / Fiduciary Responsibility</i>	<input checked="" 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"/>
<i>13. Effective Operation & Maintenance of HUD Plans and Projects</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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728
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PART III - STANDARDS *(Completed by Supervisor)*

Outstanding
 Highly Satisfactory
 Satisfactory
 Marginal
 Un-satisfactory

Performance Standard: *(Customer Focus)*

Comments/Justification:

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

Comments/Justification:

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

OUTSTANDING

HIGHLY SATISFACTORY

RETAIN

NOT RETAIN

SATISFACTORY

MARGINAL

UNSATISFACTORY

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

Monica O. Guzman, Vice Chairwoman, 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:

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date: 03-17-23

Karl E. Corpus, Resident COMMISSIONER Date:



**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

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.)

Commissioner Sanchez is a pleasure to work with as he is very supportive of executive management's efforts for GHURA and its staff meeting long term goals for families and the community.

E. F. Napoli

Employee Signature

04/20/2023

Date



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

RATER: Karl E. Corpus

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

Period of Report: From: **07/08/2022** To: **01/07/2023**
Reason for Report: Semi-Annual (initial) Annual

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)

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- 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 3/17/23

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.			
ELIZABETH F. NAPOLI	Executive Director (Unclassified)	728			
PART II - EXPECTATIONS OF EXECUTIVES: Completed by Supervisor (Check the rating that applies to each)	Outstanding	Highly Satisfactory	Satisfactory	Marginal	Un-satisfactory
	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
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 ELIZABETH F. NAPOLI	Position Classification / Title Executive Director (Unclassified)	Employee ID No. 728	
PART III - STANDARDS <i>(Completed by Supervisor)</i>	Outstanding	Highly Satisfactory	Satisfactory
	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Performance Standard: <i>(Customer Focus)</i>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Comments/Justification:

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

Monica O. Guzman, Vice Chairwoman, 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:

Nathanael P. Sanchez, Member, GHURA BOARD OF COMMISSIONERS Date:

Karl E. Corpus, Resident COMMISSIONER Date: *March 16th, 2023*





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

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

Concur

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

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

As the Board's Resident Commissioner, Commissioner Carpio's evaluation is greatly appreciated as he has first-hand experience with how GHURA's public housing program provides services for the benefit of income-eligible individuals and families. His feedback goes a long way in GHURA continuing to improve in areas, where needed.


E. Napoli
Employee Signature

04/20/2023
Date

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

MEMORANDUM:

TO: Board of Commissioners

FROM: Elizabeth F. Napoli 
Executive Director

DATE: April 5, 2023

SUBJECT: Intent of Award
IFB # GHURA-23-03-CDBG-5TREN;
Talafofo Renaissance Concrete Repair & Renovation

Bid opening for the subject project was held on March 2, 2023 at 2:00 p.m. A total of 4 contractors purchased a set of bid specifications of which all 4 submitted a bid. Listed below are the results of the bid submissions, which were opened and read out aloud publicly.

No:	Contractor:	Bid Bond	Base Bid No. 1 & 2
1	Guam Evergreen Corp.	[x] 15%	\$516,880.00
2	Bascon Corp.	[x] 15%	\$442,754.00
2	O.H. Construction	[x] 15%	\$304,000.00
2	Genesis-Tech Corp.	[x] 15%	\$245,000.00

Government Estimate	\$346,870.81
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Base Bid 1 & 2 is a "Design Build" project to repair the existing roof concrete spalls, removal of existing electrical work and the renovation of all five (5) homes. A detailed scope of work is included in the bid documents for review. Due to disparity differences between the Government estimate and Genesis Tech Corp. prices, the A/E staff requested Genesis-Tech Corp. to submit a methodology and schedule of value for review and to determine if they understood the scope of work. Ghura's A/E staff reviewed the documents submitted and has concluded that the Genesis is aware and understood the magnitude of the scope of work and cost.

In review of the bid results: Genesis-Tech Corp. provided the lowest responsive and responsible bid for Base Bid 1 and Base Bid 2. Genesis-Tech Corp. has completed several major GHURA projects over the last 10 years with good standing. They also have been cleared by Department of Labor compliance, OSHA and EPLS Debarred list (see attached verification).

Based on A/E staff's review and determination, we are requesting approval to issue the contract to Genesis-Tech Corp. for Base Bid 1 and Base Bid 2 in the total amount of \$245,000.00. Funding is available under the CDBG funds.

Attachments: Bid Tabulation
Clearance
Gov cost estimate


At the Regular Board Meeting of April 25, 2023, a motion was made by Commissioner Sanchez and seconded by Commissioner Ishizaki to approve the Intent of Award for IFB#GHURA-23-03-CDBG-5TREN; Talafofo Renaissance Concrete Repair & Renovation to Genesis-Tech Corporation in the amount of \$245,000.00. Without any further discussion and objection, the motion was approved.



Elizabeth F. Napoli, Executive Director

IFB-GHURA-23-03-CDBG-STREN
Tadoforo Renaissance Concrete Repair & Renovation
Proposal due date: March 2, 2023
Proposal due time: 2:00 p.m.

No	NAME OF BIDDER	Base Bid item 1	Base Bid item 2	Bid Bond	Name of Bonding Co. and name	HUD 5369-A	AG Forms 2, 3, 4, 5, 7	AG Notarized 2, 3, 4, 5, 7	GHURA FRM 09	GHURA FRM 010	GHURA FRM 013	GHURA Form 018	Contractor License	Addendum 1 *GS**RP	Addendum 2	Addendum 3
1.	Guam Evergreen Corp.	357,000.00	159,880.00	15%	First Net Sms.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
2.	Bascon Corp.	244,404.00	198,350.00	15%	Bascon Ind. SAs Co	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
3.	O.H. Construction	176,000.00	128,000.00	15%	First Net Ins.	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓
4.	Genesis - Tech Corp.	153,000.00	92,000.00	\$36,450.00	Bank of Guam	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓	✓

ATTESTED BY:  Date: 3/3/23

 Date: 3/3/23

* GS - Letter of good standing from the Guam Contractors License Board.

** RP - Listing of recent or current projects related to concrete spalls and crack repairs with contact references.

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
 ATURIDAT GINIMA'YAN RINUEBAN SIUDAT GUAHAN
 Verification of Status for Contractors**

To: File
 From: Architect & Engineering Manager
 Subject: GHURA-23-03-CDBG-5TREN; Talafofo Renaissance Concrete Repair & Renovation

In Order to ensure that the contractor awarded does not have any outstanding claims against them, we requested that the listed government Agencies provide us with a current standing or any information which may be pertinent to the above contract. The following outlines the contractor's standings with the listed agencies.

Company Name	Genesis-Tech Corporation	OH Construction	Bascon Corporation	Guam Evergreen Corp.
Department of Labor: ALPCD Fair Employment Practice Wage & Hour Workers Compensation	3/13/2023	3/13/2023	3/13/2023	3/13/2023
	3/13/2023	3/13/2023	3/13/2023	3/13/2023
	3/13/2023	3/13/2023	3/13/2023	3/13/2023
	exp. 6/30/2023	exp. 6/8/2023	exp. 8/5/2023	exp. 6/10/2023
Guam Contractors License Board	Contractor to obtain clearance from Guam Contractors License Board			
U.S. Department of Labor	3/14/2023	3/14/2023	3/14/2023	3/14/2023
Revenue & Tax EIN/SSN	Contractor to report to Revenue and Tax Office			
OSHA	4/5/2023	4/5/2023	4/5/2023	4/5/2023
SAM Debarred List	4/5/2023	4/5/2023	4/5/2023	4/5/2023



Sonny P. Perez, PE

		COST ESTIMATE					DATE PREPARED 06.30.2022		SHEET 1 OF 2	
ACTIVITY AND LOCATION		CONSTRUCTION CONTRACT NO.					IDENTIFICATION NUMBER			
PROJECT TITLE TALOFOFO RENAISSANCE HOUSE #1 (2 Bedroom) 108 N. Ignacio P. Quitua St. Talofoto, Guam. 96915		ESTIMATED BY MSR A/E DIVISION					CATEGORY CODE NUMBER			
		STATUS OF DESIGN Engineering Estimate Only <input type="checkbox"/> PED <input checked="" type="checkbox"/> 80% <input type="checkbox"/> 100% <input type="checkbox"/> FINAL Other (Specify)					JOB ORDER NUMBER			
ITEM DESCRIPTION	QUANTITY		MATERIAL COST		LABOR COST		EQUIPMENT		ENGINEERING ESTIMATE	
	NUMBER	UNIT	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL
STRUCTURAL REPAIR										
A. Crack Repair (Added Crack Repair)										
a. Ceiling/Roof Crack Repair	42	Lf	8.00	336.00	32.00	1,344.00				\$1,680.00
b. Roof Water Blasting (1482 SF)	1	Ls	0.00	0.00	500.00	500.00				\$500.00
B. Spalls Repair										
a. Ceiling Spalls Repair	98	sf	5.00	490.00	40.00	3,920.00				\$4,410.00
a. Wall Spalls Repair	0	sf	5.00	0.00	40.00	0.00				\$0.00
C. Architectural Repairs										
a. Wall Painting (Interior)	2321	sf	1.00	2,321.00	1.500	3,481.5				\$5,802.50
c. Ceiling Painting (Interior)	1482	sf	1.00	1,482.00	1.50	2,223.0				\$3,705.00
d. Roof Elastomeric paint (45 mil)	1482	sf	2.00	2,964.00	6.00	8,892.0				\$11,856.00
e. 12" X 12" Vinyl Tiles (30 PCS/Box)	840	sf	3.57	2,998.80	1.11	934.5				\$3,933.30
f. Kitchen Sink w/ Cabinets	0	ls	4500	0.00	750.00	0.00				\$0.00
j. Cabinets	0	ls	3500	0.00	750.00	0.00				\$0.00
h. Sink Secure	1	pc	0	0.00	625.00	625.00				\$625.00
i. Shower Curtain	1	pc	40	40.00	35.00	35.00				\$75.00
Door Misc.										
a. Screen Door Closer	1	pcs	30.00	30.00	35.000	35.000				\$65.00
b. Front/Back Door Keyed Lock	0	pcs	20.00	0.00	20.000	0.000				\$0.00
c. WH Plastic Door (24"x60")	0	pcs	75.00	0.00	20.000	0.000				\$0.00
Window Repair										
a. Window Glass Panel 24x24	0	pcs	60.00	0.00	240.000	0.000				\$0.00
b. Window Glass Panel 30x60	0	pcs	200.00	0.00	240.000	0.000				\$0.00
Electrical Fixtures										
a. Lighting Fixtures	6	unit	40.00	240.00	150.000	900.00				\$1,140.00
b. Conduit Covering	30	LF	1.00	30.00	60.000	1,800.00				\$1,830.00
c. Outlet Cover(Interior)	4	unit	10.00	40.00	140.000	560.000				\$600.00
d.GCFI	1	unit	12.00	12.00	140.000	140.000				\$152.00
Plumbing										
a. 3/4" dia. Hoss Bibb Replacement	1	unit	15.00	15.00	54.000	54.000				\$69.00
									Sub-Total	\$36,373.80
									10% GRT	\$3,644.28
									25% OVERHEAD	\$9,110.70
									10% CONTEGENCIES	\$3,644.28
									Total	\$52,773.06

		COST ESTIMATE				DATE PREPARED 06.30.2022		SHEET 1 OF 2		
ACTIVITY AND LOCATION		CONSTRUCTION CONTRACT NO.						IDENTIFICATION NUMBER		
PROJECT TITLE TALOFOFO RENAISSANCE HOUSE #3(3 Bedroom) 108-A N. Ignacio P. Quitugua St. Talofoto, Guam, 96915		ESTIMATED BY MSR A/E DIVISION						CATEGORY CODE NUMBER		
		STATUS OF DESIGN Engineering Estimate Only () PED (X) 60% () 100% () FINAL Other (Specify)						JOB ORDER NUMBER		
ITEM DESCRIPTION	QUANTITY		MATERIAL COST		LABOR COST		EQUIPMENT		ENGINEERING ESTIMATE	
	NUMBER	UNIT	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL
STRUCTURAL REPAIR										
A. Crack Repair										
a. Ceiling/Roof Crack Repair	38	Lf	8.00	304.00	32.00	1,216.00				\$1,520.00
b. Roof Water Blasting (1684 SF)	1	Ls	0.00	0.00	500.00	500.00				\$500.00
B. Spalls Repair										
a. Ceiling Spalls Repair	104	sf	5.00	520.00	40.00	4,160.00				\$4,680.00
a. Wall Spalls Repair	2.5	sf	5.00	12.50	40.00	100.00				\$112.50
C. Architectural Repairs										
a. Wall Painting (Interior)	2240	sf	1.00	2,240.00	1.50	3,360.00				\$5,600.00
c. Ceiling Painting (Interior)	1684	sf	1.00	1,684.00	1.50	2,526.00				\$4,210.00
d. Roof Elastomeric paint (45 mil)	1684	sf	2.00	3,368.00	6.00	10,104.00				\$13,472.00
e. 12" X 12" Vinyl Tiles (30 PCS/Box)	915	sf	3.57	3,268.55	1.11	1,017.90				\$4,284.45
f. Kitchen Sink w/ Cabinets	0	ls	4500	0.00	750.00	0.00				\$0.00
j. Cabinets	0	ls	3500	0.00	750.00	0.00				\$0.00
h. Sink W/ Pedestal	1	pc	250	250.00	625.00	625.00				\$875.00
i. Shower Curtain	1	pc	40	40.00	35.00	35.00				\$75.00
Door Misc.										
a. Screen Door Closer	1	pcs	30.00	30.00	35.000	35.000				\$65.00
b. Front/Back Door Keyed Lock	0	pcs	40.00	0.00	20.000	0.000				\$0.00
c. WH Plastic Door (24"x60")	1	pcs	75.00	75.00	20.000	20.000				\$95.00
Window Repair										
a. Window Glass Panel 24x24	0	pcs	60.00	0.00	240.000	0.000				\$0.00
b. Window Glass Panel 30x80	0	pcs	200.00	0.00	240.000	0.000				\$0.00
Electrical Fixtures										
a. Lighting Fixtures	7	unit	40.00	280.00	150.000	1,050.00				\$1,330.00
b. Conduit Covering	40	LF	1.00	40.00	60.000	2,400.00				\$2,440.00
c. Outlet Cover(interior)	0	unit	10.00	0.00	140.000	0.000				\$0.00
d. GCFI	0	unit	12.00	0.00	140.000	0.000				\$0.00
Plumbing										
a. 3/4" dia. Hoss Bibb Replacement	1	unit	15.00	15.00	54.000	54.000				\$69.00
									Sub-Total	\$39,268.99
									10% GRT	\$7,706.70
									25% OVERHEAD	\$19,646.74
									10% CONTINGENCIES	\$7,706.70
									Total	\$74,319.13

ACTIVITY AND LOCATION		COST ESTIMATE				DATE PREPARED 06.30.2022		SHEET 1 OF 2			
PROJECT TITLE TALOFOFO RENAISSANCE HOUSE #5 (2 Bedroom) 124 N. Ignacio P. Quitugua St. Talofofo, Guam, 96915		CONSTRUCTION CONTRACT NO.				ESTIMATED BY MSR A/E DIVISION		IDENTIFICATION NUMBER			
ITEM DESCRIPTION		QUANTITY		MATERIAL COST		LABOR COST		EQUIPMENT		ENGINEERING ESTIMATE	
		NUMBER	UNIT	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL
STRUCTURAL REPAIR											
A. Crack Repair											
a. Ceiling/Roof Crack Repair	35	Lf	4.00	140.00	32.00	1,120.00					\$1,260.00
b. Roof Water Blasting (1482 SF)	1	Ls	0.00	0.00	500.00	500.00					\$500.00
B. Spalls Repair											
a. Ceiling Spalls Repair	144	sf	5.00	720.00	35.00	5,040.00					\$5,760.00
b. Wall Spalls Repair	0	sf	5.00	0.00	35.00	0.00					\$0.00
b. Beam Spalls Repair	1	sf	5.00	5.00	35.00	35.00					\$40.00
C. Architectural Repairs											
a. Wall Painting (Interior)	2321	sf	1.00	2,321.00	1,500	3,481.5					\$5,802.50
c. Ceiling Painting (Interior)	1482	sf	1.00	1,482.00	1.50	2,223.0					\$3,705.00
d. Roof Elastomeric paint (45 mil)	1482	sf	2.00	2,964.00	6.00	8,892.0					\$11,856.00
e. 12" X 12" Vinyl Tiles (30 PCS/Box)	840	sf	3.57	2,998.80	1.11	934.5					\$3,933.30
f. Kitchen Sink w/ Cabinets	1	Ls	4500	4,500.00	750.00	750.00					\$5,250.00
j. Cabinets	1	Ls	3500	3,500.00	750.00	750.00					\$4,250.00
h. Sink Secure	1	pc	0	0.00	625.00	625.00					\$625.00
i. Shower Curtain	1	pc	40	40.00	35.00	35.00					\$75.00
Door Misc.											
a. Screen Door Closer	1	pcs	30.00	30.00	35.00	35.00					\$65.00
b. Front/Back Door Keyed Lock	1	pcs	20.00	20.00	20.00	20.00					\$40.00
c. WH Plastic Door (24"x60")	0	pcs	75.00	0.00	20.00	0.00					\$0.00
Window Repair											
a. Window Glass Panel 24x24	0	pcs	60.00	0.00	240.00	0.00					\$0.00
b. Window Glass Panel 30x60	1	pcs	200.00	200.00	240.00	240.00					\$440.00
Electrical Fixtures											
a. Lighting Fixtures	6	unit	40.00	240.00	150.00	900.00					\$1,140.00
b. Conduit Covering	45	LF	1.00	45.00	60.00	2,700.00					\$2,745.00
c. Outlet Cover(interior)	0	unit	10.00	0.00	140.00	0.00					\$0.00
d. GCFI	0	unit	12.00	0.00	140.00	0.00					\$0.00
Plumbing											
a. 3/4" dia. Hoss Bibb Replacement	0	unit	15.00	0.00	54.00	0.00					\$0.00
										<i>Sub-Total</i>	\$47,486.80
										10% GRT	\$9,321.36
										25% OVERHEAD	\$23,428.40
										10% CONTENGENCIES	\$9,321.36
										Total	\$89,557.92

		COST ESTIMATE				DATE PREPARED 06.30.2022		SHEET 1 OF 2		
ACTIVITY AND LOCATION		CONSTRUCTION CONTRACT NO.						IDENTIFICATION NUMBER		
PROJECT TITLE TALOFOFO RENAISSANCE HOUSE #7 (2 Bedroom) 130 N. Ignacio P. Quitugua St. Talofoto, Guam 96915		ESTIMATED BY MSR A/E DIVISION						CATEGORY CODE NUMBER		
		STATUS OF DESIGN Engineering Estimate Only () PED (X) 60% () 100% () FINAL Other (Specify)						JOB ORDER NUMBER		
ITEM DESCRIPTION	QUANTITY		MATERIAL COST		LABOR COST		EQUIPMENT		ENGINEERING ESTIMATE	
	NUMBER	UNIT	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL
STRUCTURAL REPAIR										
A. Crack Repair										
a. Ceiling/Roof Crack Repair	30	Lf	4.00	120.00	32.00	960.00				\$1,080.00
b. Roof Water Blasting (1482 SF)	1	Ls	0.00	0.00	500.00	500.00				\$500.00
B. Spalls Repair										
a. Ceiling Spalls Repair	27	sf	5.00	135.00	40.00	1,080.00				\$1,215.00
a. Wall Spalls Repair	3	sf	5.00	15.00	40.00	120.00				\$135.00
C. Architectural Repairs										
a. Wall Painting (Interior)	2321	sf	1.00	2,321.00	1.50	3,481.5				\$5,802.50
c. Ceiling Painting (Interior)	1482	sf	1.00	1,482.00	1.50	2,223.0				\$3,705.00
d. Roof Elastomeric paint (45 mil)	1482	sf	2.00	2,964.00	6.00	8,892.0				\$11,856.00
e. 12" X 12" Vinyl Tiles (30 PCS/Box)	840	sf	3.57	2,998.80	1.11	934.5				\$3,933.30
f. Kitchen Sink w/ Cabinets	0	ls	4500	0.00	750.00	0.00				\$0.00
j. Cabinets	0	ls	3500	0.00	750.00	0.00				\$0.00
h. Sink Secure	1	pc	0	0.00	625.00	625.00				\$625.00
i. Shower Curtain	1	pc	40	40.00	20.00	20.00				\$60.00
Door Misc.										
a. Screen Door Closer	1	pcs	30.00	30.00	35.000	35.000				\$65.00
b. Rear Screen Lock	1	pcs	20.00	20.00	20.000	20.000				\$40.00
c. WH Plastic Door (24"x60")	0	pcs	75.00	0.00	20.000	0.000				\$0.00
Window Repair										
a. Window Glass Panel 24x24	0	pcs	60.00	0.00	240.000	0.000				\$0.00
b. Window Glass Panel 30x80	0	pcs	200.00	0.00	240.000	0.000				\$0.00
Electrical Fixtures										
a. Lighting Fixtures	6	unit	40.00	240.00	150.000	900.000				\$1,140.00
b. Conduit Covering	15	LF	1.00	15.00	80.000	900.000				\$915.00
c. Outlet Cover (interior)	0	unit	10.00	0.00	140.000	0.000				\$0.00
d. GCFI	0	unit	12.00	0.00	140.000	0.000				\$0.00
Plumbing										
a. 3/4" dia. Hoss Bibb Replacement	0	unit	15.00	0.00	54.000	0.000				\$0.00
									<i>Sub-Total</i>	\$31,071.80
									10% GRT	\$6,106.36
									25% OVERHEAD	\$15,535.90
									10% CONTINGENCIES	\$6,106.36
									Total	\$58,820.42

		COST ESTIMATE				DATE PREPARED 06.30.2022		SHEET 1 OF 2		
ACTIVITY AND LOCATION		CONSTRUCTION CONTRACT NO.				IDENTIFICATION NUMBER				
PROJECT TITLE TALOFOFO RENAISSANCE HOUSE #9(3 Bedroom) 136 N. Ignacio P. Quitugua St. Talofoto, Guam 96915		ESTIMATED BY MSR A/E DIVISION				CATEGORY CODE NUMBER				
		STATUS OF DESIGN Engineering Estimate Only () PED (X) 80% () 100% () FINAL Other (Specify)				JOB ORDER NUMBER				
ITEM DESCRIPTION	QUANTITY		MATERIAL COST		LABOR COST		EQUIPMENT		ENGINEERING ESTIMATE	
	NUMBER	UNIT	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL	UNIT COST	TOTAL
STRUCTURAL REPAIR										
A. Crack Repair										
a. Ceiling/Roof Crack Repair	30	Lf	4.00	120.00	32.00	960.00				\$1,080.00
b. Roof Water Blasting (1684 SF)	1	Ls	0.00	0.00	500.00	500.00				\$500.00
B. Spalls Repair										
a. Ceiling Spalls Repair	67	sf	5.00	335.00	40.00	2,680.00				\$3,015.00
a. Wall Spalls Repair	0	sf	5.00	0.00	40.00	0.00				\$0.00
C. Architectural Repairs										
a. Wall Painting (Interior)	2240	sf	1.00	2,240.00	1,500	3,360.0				\$5,600.00
c. Ceiling Painting (Interior)	1684	sf	1.00	1,684.00	1,50	2,526.0				\$4,210.00
d. Roof Elastomeric paint (45 mil)	1684	sf	2.00	3,368.00	6.00	10,104.0				\$13,472.00
e. 12" X 12" Vinyl Tiles (30 PCS/Box)	915	sf	3.57	3,266.55	1.11	1,017.9				\$4,284.49
f. Kitchen Sink w/ Cabinets	0	ls	4500	0.00	750.00	0.00				\$0.00
j. Cabinets	0	ls	3500	0.00	750.00	0.00				\$0.00
h. Sink Secure	1	pc	0	0.00	625.00	625.00				\$625.00
i. Shower Curtain	1	pc	40	40.00	35.00	35.00				\$75.00
Door Misc.										
a. Screen Door Closer	1	pcs	30.00	30.00	35.000	35.000				\$65.00
b. Front/Back Door Keyed Lock	0	pcs	20.00	0.00	20.000	0.000				\$0.00
c. WH Plastic Door (24"x60")	0	pcs	75.00	0.00	20.000	0.000				\$0.00
Window Repair										
a. Window Glass Panel 24x24	3	pcs	60.00	180.00	360.000	1,080.00				\$1,260.00
b. Window Glass Panel 30x60	0	pcs	200.00	0.00	240.000	0.00				\$0.00
Electrical Fixtures										
a. Lighting Fixtures	7	unit	40.00	280.00	150.000	1,050.00				\$1,330.00
b. Conduit Covering	28	LF	1.00	28.00	60.000	1,680.00				\$1,708.00
c. Outlet Cover(Interior)	2	unit	10.00	20.00	140.000	280.000				\$300.00
d. GCFI	1	unit	12.00	12.00	140.000	140.000				\$152.00
Plumbing										
a. 3/4" dia. Hoss Bibb Replacement	1	unit	15.00	15.00	54.000	54.000				\$69.00
									Sub-Total	\$37,676.49
									10% GRT	\$7,434.20
									25% OVERHEAD	\$18,855.49
									10% CONTENGENCIES	\$7,434.20
									Total	\$71,400.38