



**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M., January 23, 2024
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

- I. ROLL CALL**

- II. BOARD MEETING PUBLIC ANNOUNCEMENTS**
 - 1st Printing – Tuesday, January 16, 2024
 - 2nd Printing – Sunday, January 21, 2024

- III. APPROVAL OF PREVIOUS BOARD MINUTES – January 09, 2024**

- IV. NEW BUSINESS**

	PAGE (S)
1. Resolution No. FY2024-006	1 - 5
GHURA's Compensation Plan	

- V. EXECUTIVE DIRECTOR'S REPORT**
 - 1. Project Updates
 - 2. Division Updates

- VI. GENERAL DISCUSSION / ANNOUNCEMENTS**
 - 1. Next proposed scheduled Board Meeting: Tuesday, February 13, 2024
@ 12:00 p.m.

- VII. ADJOURNMENT**

Coast Guard: VHF-FM radio communication outage continues

Pacific Daily News

Boaters are being asked to have alternate communication methods as the VHF-FM communication outage continued on Monday, the U.S. Coast Guard announced in a release.

U.S. Coast Guard Forces Micronesia/Sector Guam continues to address the ongoing temporary U.S. Coast Guard outage of VHF-FM radio communications, which is integral for maritime safety.

The outage began on Jan. 12. The disruption is an unintended consequence of a routine and pre-planned router relocation to enhance the unit's operational capabilities.

The outage does not impact the effectiveness of

Search And Rescue Satellite Aided Tracking alerts from 406 MHz beacons, HF communications, or phone services.

While working to resolve this issue, the U.S. Coast Guard strongly encourages mariners and waterway users to:

- Have alternative communication methods available, including cellular and satellite phones, 406 MHz emergency beacons, and HF radios.

- Stay vigilant and informed about weather and maritime conditions.

- Ensure readiness with emergency procedures and safety equipment.

“Our dedicated team of technicians is actively working to restore our

full functionality as swiftly as possible,” said Lt. Kira Adams, command center chief at the Forces Micronesia/Sector Guam Joint Rescue Sub-Center. “We understand the importance of VHF-FM radio communications for maritime safety and appreciate the patience and cooperation of the maritime community during this period. The safety and well-being of our mariners and waterway users remain our top priority.”

The U.S. Coast Guard will provide additional updates as more information becomes available. Watch standers can be reached by phone at (671) 355-4824 for maritime emergencies.

THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY

Board of Commissioners Meeting
Tuesday, January 23, 2024 at 12:00 PM.
This meeting is open to the public via Zoom.

Topic: GHURA BOC Meeting, Tuesday, January 23, 2024 @12PM
Time: Jan 23, 2024 12:00 PM Guam, Port Moresby

Join Zoom Meeting
<https://us06web.zoom.us/j/86105820498?pwd=AtS0oKITc8N2bXIUmGAWhtbQa1rRhf5.1>

Meeting ID: 861 0582 0498
Passcode: 416509

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

AGENDA:

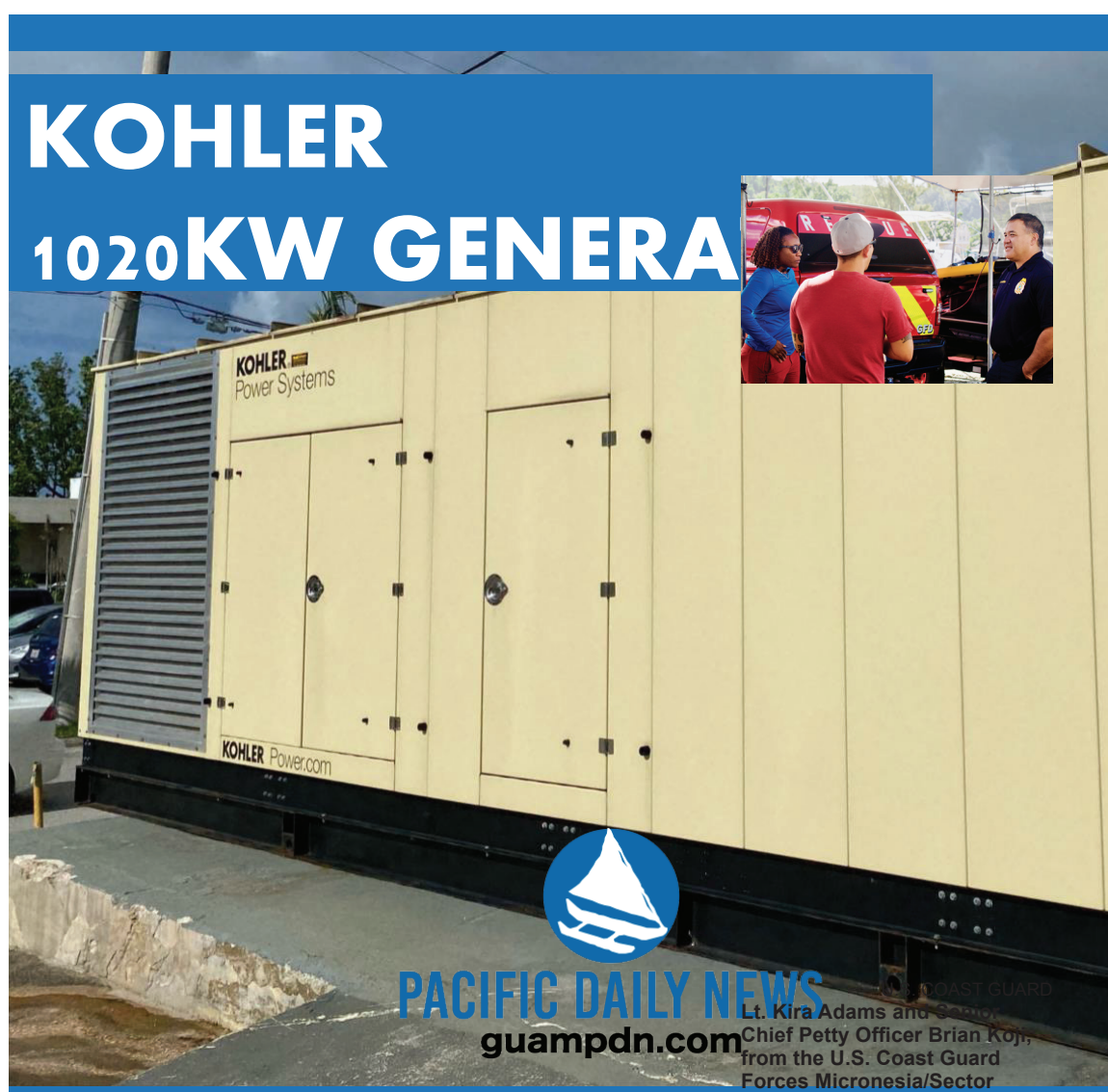
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The complete Board packet may be viewed on our website at www.ghura.org.

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.

guampdn.com
THE PACIFIC DAILY NEWS
Tuesday, January 16, 2024
8



KOHLER 1020KW GENERATOR

FOR SALE
ASKING PRICE
\$305,000

- Excellent Condition. Used only 239 hours
- Proof of maintenance done quarterly, annually
- Enough to power up a hotel, large mall/shopping center, housing area/complex
- Purchased in 2016

Contact Jae James for more info.

jjames@guampdn.com

Cell: 671-483-2000

PACIFIC DAILY NEWS
guampdn.com

Lt. Kira Adams and Senior Chief Petty Officer Brian Koj, from the U.S. Coast Guard Forces Micronesia/Sector Guam Joint Rescue Sub-Center, discuss the temporary

Top 10

Continued from Page 10

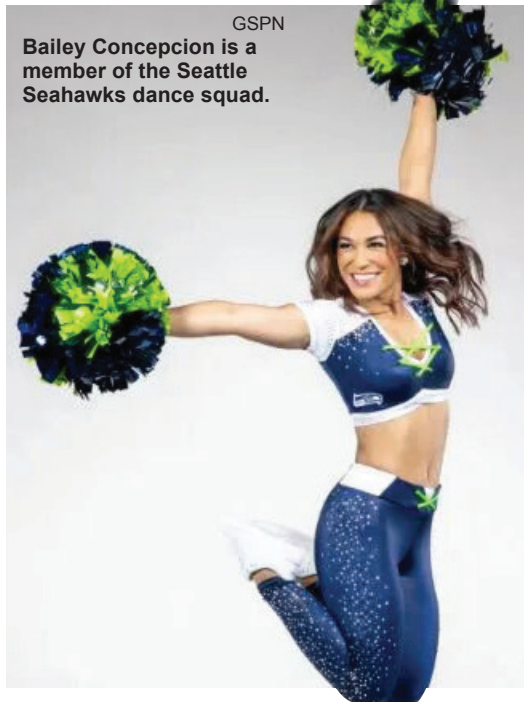
2. Concert turns Paseo field into mud pit

Another story in the not-so-positive category when a two-day concert festival turned the Paseo Stadium outfield into a mud pit after heavy rains. This put the baseball community up in arms, even calling for local legislature to no longer allow any events at the stadium other than for baseball.

3. Concepcion makes Seahawks dance squad

The tearful story of Seattle Seahawks dancer Bailey Concepcion comes in at #3. Not only is it awesome to have one of our homegrown SKIP dancers make to the NFL sidelines, but the story of her father's passing will bring you to tears.

Bailey is not the only Guam girl cheering in the NFL. Notre Dame High grad Hanna Sahagon made it to the Philadelphia Eagles cheering squad this



GSPN
Bailey Concepcion is a member of the Seattle Seahawks dance squad.

season as well.

Another Notre Dame High alum made big waves as well as Rusty Estrellado is currently on the sidelines of the Golden State Warriors.

We are so proud of our Guam pro dancers!

4. Women's baseball makes Guam history

In March, Guam sent its first ever women's baseball team to the 30th Phoenix Cup Tournament in Hong

Kong. It caught a major buzz in the women's softball community as some of their finest formed a baseball team led by Guam legend Keith Hattig and fellow baseball veterans Pat Alvarez and Paul Pangelinan.

The ladies placed third in the Hong Kong tournament, gaining the taste of victory in their first ever competition. With the lack of competition on island, the team is looking for more tournaments to play abroad come 2024.

5. Ventura wins MVP on 5th place Warriors

It's almost unheard of for a 5th place team to win MVP honors in any sport. That's how good Rui Ventura was with the St. Paul Warriors. Despite his team's struggles in the 2023 IIAAG Boys Volleyball League, voting coaches saw past all that and recognized Ventura as the league's best player.

Ventura is currently playing collegiate volleyball for La Salle University in the Philippines.

6. Friars football dominates as dynasty rolls on

The FD football dynasty won two championships in the 2023 calendar year, moving their unbelievable winning streak to 72 games.

The 2022/23 season was delayed from first quarter



GSPN
Sharks celebrate their victory over the Cougars in the Champion vs. Champions match.

to fourth quarter because of delays to football equipment arrive for most schools. Typhoon Mawar also affected a highly-anticipated championship matchup against a talented Panthers team. League officials brought the football right back to first quarter for the 2023/24 season, so teams had the summer break and was right back at it.

This didn't slow down the Friars machine as they kept rolling. Despite playing only three actual games (the rest were forfeits) in the spring season and another six actual games in the fall season, FD did not give up a single point the whole calendar year!

7. Benavente brings rare skill to fight game

Big Benny Benavente is a MMA and boxing trainer who's story as a self-taught mits holder shows that the love of a sport can literally take you through the grind.

Self-taught in the art of holding pads, Benavente has not only helped his brothers along the way but also for the likes of Alex Castro, Frank Camacho, Jon Tuck, Trev Jones and even Brandon Vera.

8. Castro to bang in MMA cage one last time

PDN FILE PHOTO
St. Paul Warriors No. 20 Rui Ventura was voted MVP of the 2023 IIAAG boys volleyball season,

Say what you want about him, Alex Castro draws attention. Almost a year after becoming Guam's first bare knuckle pro fighter in 2022, Castro made his return to the Guam MMA scene in what he promised would be his final mixed martial arts fight. He took care of business with a first round finish in the main event of Brawl 3 as he walked out of the cage with the championship belt.

The 43-year-old focuses back on his drive to fight bare knuckle and possible encourage other Guam fighters to give it a go.

9. Promising MMA fighter with Guam roots

Micah 'Dynamite' White, like many stateside athletes with Guam blood in their veins, is one of the bright young stars in the sport of MMA.

His story in June about his rise up the Texas circuit made big news as the top lightweight amateur fighter. He just turned 21 on December 2nd and will be making his pro debut on February 4th in the Fury Fighting Championship.

10. Sharks volleyball are Champion of Champions

The Sanchez Sharks bested the Academy Cougars in straight sets to win the high school girls volleyball matchup between the two league champions. Both teams displayed a high level of play, but the girls from up north proved to be too much.

GSPN's concept of matching up the two league champs to prove who is best has given the players an opportunity to expand the competition since the big divide in 2019 that split the leagues into IIAAG (private schools) and ISA (public schools).

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**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M., January 9, 2023
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

I. CALL TO ORDER

After notice was duly given, pursuant to the Open Government Law of Guam and the Bylaws of the Authority, the Board of Commissioners' regularly scheduled board meeting was called to order at **12:03 P.M., Tuesday, January 9, 2023**, at the GHURA Sinajana Main Office, 1st floor Conference room. Vice Chairman Sanchez indicated that **5 of 6** members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

Viewed virtually via	Zoom: https://us06web.zoom.us/j/82375389734?pwd=cO4ZIGexIOfATTTGwZZH5eb3BX3nSg.1 YouTube: https://www.youtube.com/channel/UCGqKWU0kOmT0FOLYn48ULag		
BOC Commissioners Attendance	Dr. John Rivera, Chairman Nate Sanchez, Vice Chairman Frank Ishizaki, Commissioner Anisia Delia, Commissioner Emilia Rice, Commissioner Karl Corpus, Resident Commissioner	Virtual <input type="checkbox"/> Virtual Virtual <input checked="" type="checkbox"/> Virtual Virtual <input checked="" type="checkbox"/> Virtual <input checked="" type="checkbox"/>	In-Person <input type="checkbox"/> In-Person <input checked="" type="checkbox"/> In-Person In-Person <input checked="" type="checkbox"/> In-Person In-Person <input type="checkbox"/>
	<i>*Chairman Rivera acknowledged and approved the virtual attendance request via email</i>		
GHURA Management/ Staff	Elizabeth F. Napoli, Executive Director <input checked="" type="checkbox"/> Fernando B. Esteves, Deputy Director <input checked="" type="checkbox"/> Audrey Aguon, Special Assistant <input checked="" type="checkbox"/> Frances Danieli, Controller <input checked="" type="checkbox"/> Katherine Taitano, RP&E Chief Planner <input checked="" type="checkbox"/> Dr. Kimberly Bersamin, HR Administrator <input checked="" type="checkbox"/> Antonio Camacho, Procurement SMA <input type="checkbox"/> Pearly Mendiola, GT Manager <input type="checkbox"/> Nicole Alejandro <input checked="" type="checkbox"/> Michael Ricuyal <input type="checkbox"/> Maria Cherry Canete <input checked="" type="checkbox"/>	Julie Lujan, MIS Administrator <input type="checkbox"/> Sonny Perez, AE Manager <input checked="" type="checkbox"/> Norma San Nicolas <input checked="" type="checkbox"/> Narcissa Ada, AMP1 Manager <input type="checkbox"/> Gina Cura, AMP2 Manager <input type="checkbox"/> Patrick Bamba, AMP3 Manager <input checked="" type="checkbox"/> Philomena San Nicolas, AMP4 Manager <input type="checkbox"/> Jolyn Terlaje <input type="checkbox"/> Miguel Fernandez <input type="checkbox"/> Nicole Alejandro <input checked="" type="checkbox"/>	
Legal Counsel	Eliseo M. Florig, GHURA's Legal Counsel <input checked="" type="checkbox"/>		
Public	Mr. Rey Del Carmen, Inland Builders; Elyssa Cueva, PDN		

II. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Tuesday, November 14, 2023

2nd Printing – Sunday, November 19, 2023

ACKNOWLEDGED BY CHAIRMAN RIVERA.

III. [200/24] Commissioner Delia moved to approve the board meeting minutes of October 24 and December 12, 2023. Commissioner Corpus seconded the motion. There were no objections. Motion passed.

IV. NEW BUSINESS:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Intent of Award- IFB#GHURA-23-20; Website Maintenance and Development</p>	<p>[201/24] Executive Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Bid opening held on September 25, 2023 at 2PM. • (2) bidders registered and were given bid specifications. • (1) bidder submitted a bid <ol style="list-style-type: none"> 1. 1-A GuamWEBZ- submitted bid bond of \$20,700; and 3 years/option2 at \$82,800.00 • The government estimate was at \$72,360.00. • The intent of this procurement is to provide information on various programs, announcements, policies, advertisements, email and domain hosting, and job employment to the community. • The website will also allow the community to interact via the virtual receptionist, participate in the Section 8 lottery, complete online housing applications, and make rental payments. • All conducted with the highest standard of website accessibility, compliance, and security. 	

AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • 1-A GuamWEBZ provided the lowest responsive and responsible bid. • Committee members determined to proceed with the award. • GHURA submitted a request to HUD, Hawaii Headquarters, for the approval of the sole bid award. <p>Vice Chairman Sanchez pointed out the difference of about \$10,000 between the government estimate and the 1-A GuamWEBZ bid submission and inquired about why that was. Mrs. Julie Lujan, MIS Manager, indicated that her price analysis included various price indexes and other factors such as COVID and typhoons that ultimately affected the cost estimate. She added that GuamWebz will host and provide all the email licenses and include group email accounts to streamline communication with GHURA staff. This will include the maintenance crew.</p> <p>Vice Chairman Sanchez indicated that this type of outsourcing would better facilitate and interface a manageable environment for the GHURA team.</p>	<p>[202/24] Commissioner Delia moved to approve the IFB#GHURA-23-20 to 1-A GuamWEBZ for Website Maintenance and Development in the amount of \$82,800. Commissioner Rice seconded the motion. With no objections, motion passed.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>2. Intent of Award-IFB#GHURA-23-18; Railing Replacement of Twelve GHURA 83 Units</p>	<p>[203/24] Executive Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Bid opening was held on September 15, 2023, at 2PM. • (3) contractors registered and were given bid specifications. • (2) submitted bids: <ol style="list-style-type: none"> 1. Genesis-Tech Corp submitted a Bid Bond at \$23,400 and a base bid No. 1 of \$156,000.00. 2. O.H. Construction submitted a Bid Bond at 15% and a base bid No. 1 \$138,000.00. • The Government estimate was \$122,688.00. • Intent of the project was to replace the railing of (12) units at GHURA 83 located in Umatac, Talofofu, and Inarahan. • Also included, but not limited to were the cleaning of common areas, carpentry, painting, plumbing, sewer replacement, and electrical work. • Bid results: O.H. Construction provided the lowest responsive and responsible bid. They were also cleared by the Department of Labor Compliance, OSHA, and EPLS Debarred list. • Based on AE’s review and determination, GHURA 	

AGENDA ITEM	DISCUSSION	ACTION
	<p>requested the approval to issue the contract to O.H. Construction for the total amount of \$138,000.</p> <ul style="list-style-type: none"> • Funding is available under the Capital Fund Program (CAP). <p>Deputy Director Esteves added that ultimately the work is for the railing replacements, but the additional work will be done as deemed necessary.</p>	<p>[204/24] Commissioner Delia moved to award IFB#GHURA-23-18; Railing Replacement of Twelve GHURA 83 Units to O.H. Construction in the amount of \$138,000. Commissioner Rice seconded the motion. There were no objections. The motion passed.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>3. Equitable Adjustment- IFB#GHURA-09-26-2019-CDBG; Construction of a Lighthouse Recovery Center for Women Tiyan, Guam</p>	<p>[205/24] Executive Director Napoli stated the following:</p> <ul style="list-style-type: none"> • Inland Builders has an ongoing contract for the construction of the Lighthouse Recovery Center for Women. • AE staff and I reviewed the request for Equitable Adjustment request and have concluded the request to be reasonable to grant the adjustment. • Cost Analysis and Justification: <ul style="list-style-type: none"> 1. Labor: \$162,037.87 2. Materials: \$268,519.40 3. Bond/Insurance: \$45,051.40 <hr style="width: 20%; margin-left: 40px;"/> <p style="margin-left: 40px;">TOTAL: \$475,608.67</p> • Original Contract amount was \$1,160,000.00. • Adjusted contract award amount grew to \$2,350,000.00. • (1) Change approved adjusted amount became \$2,567,660.00. • This Equitable Adjustment Request is for \$475,608.67. • The Adjusted Contract amount is \$3,043,268.67. • GHURA requested board approval for the Equitable Adjustment and contract modification with Inland Builders Corporation in the amount of \$475,608.67. • Included in the board packet is a letter dated November 27,2023 from 	

AGENDA ITEM	DISCUSSION	ACTION
	<p>Inland Builders Corporation requesting the Equitable Adjustment with all the documentation for the request.</p> <p>Deputy Director Esteves explained the difference between a Change Order Request and an Equitable Adjustment Request. A Change Order is when the scope of work has changed, as in something is being added to or taken away from the original scope of work, which would cause a change to the original contract price. This is done at the request of the owner. The Equitable Adjustment is initiated by the contractor due to a change in the contract price, but no change in the scope of work. Some reasons may include site conditions or government actions that may impede the project completion.</p> <p>Mr. Sonny Perez, AE Manager, presented the summary categories and costs and updates of the project:</p> <ul style="list-style-type: none"> • Time Extension Request- Contract completion is possibly April 30, 2024 • Incoming Change Order #2- \$18,792.66 (concrete sewer encasement) • Progress Updates- As of January 8, 2024, the project was at 98% completion. • Concrete sewer encasement and the last pour of the generator building are causing the delay of the project completion. 	

AGENDA ITEM	DISCUSSION	ACTION
	<ul style="list-style-type: none"> • Interior is at 90% completion. • Mr. Perez provided a complete breakdown of the Equitable Adjustment, included in the board packet. 	<p>[206/24] Commissioner Delia moved to approve IFB#GHURA-09-26-2019-CDBG; Construction of a Lighthouse Recovery Center for Women, Tiyan, Guam in the amount of \$475,608.67, which will increase the contract amount to \$3,043,268.60. Commissioner Corpus seconded the motion. There were not objections. Motion passed.</p>

AGENDA ITEM	DISCUSSION	ACTION
<p>4. Resolution No. FY2024-005-Resolution updating the GHURA Travel Policy</p>	<p>[207/24] Executive Director Napoli read Resolution No. FY2024-005 to Repeal and Reenact GHURA’s Travel Policy on page 25 of 26 in the board packet.</p> <p>Deputy Director Esteves added that the resolution was written towards the policy items for consistency and unless the board has amendments to the resolution and upon board approval and the Executive Director’s signature, making the procedures effective immediately, the resolution may be posted on the GHURA website.</p>	<p>[208/24] Commissioner Delia moved to approve Resolution No. FY2024-005-Resolution updating the GHURA Travel Policy, as amended. Commissioner Ishizaki seconded the motion. There were no objections. Motion passed unanimously.</p>

V. EXECUTIVE DIRECTOR'S REPORT:

AGENDA ITEM	DISCUSSION	ACTION
<p>1. Division Updates</p> <ul style="list-style-type: none"> • Community Development Block Grant Program 	<p>[209/24] Before the Division updates, Director Napoli stated that GHURA was pleased to announce that it had signed the closing documents for the purchase of the 198 Iriarte Street facility which is going to be the drop-in shelter for the homeless. She added that the facility will need to go through the rehabilitation process.</p> <p>[210/24] Ms. Katherine Taitano, RPE Manager, presented the following, (presentation located in the board packet.)</p> <ul style="list-style-type: none"> • History and Highlights of GHURA and the Community Development Block Grant Program • Governing rules and regulations • Administrating and Funding • Funds allocation by activity category • FY2024 Annual Funding for Guam- \$3,185,755 <ul style="list-style-type: none"> ○ Public Facilities- \$2,713,798 ○ Public Services- \$357,419 ○ Admin./Planning- \$637,151 • National Objectives • Eligible Activities • Ineligible Activities • RPE Staffing and CDBG Operations • CDBG GOALS for 2024 	

AGENDA ITEM	DISCUSSION	ACTION
<ul style="list-style-type: none"> • Strategic Planning and Grants Management Processes (5-Year 	<p>[211/24] Ms. Katherine Taitano, RPE Manager, presented the following: (presentation located in the board packet)</p> <ul style="list-style-type: none"> • Strategic Planning Cycle- to provide a means of informing our community of plans to use HUD funds from award to completion. <ul style="list-style-type: none"> ○ 5 Year Consolidated Plan (Con Plan) ○ Annual Action Plan (AAP) ○ Consolidated Annual Performance Evaluation Report (CAPER) ○ Community Assessment Report ○ Other Periodic Report: <ol style="list-style-type: none"> 1. HOME APR 2. CoC APRs 3. Reprogramming Requests ○ Other Plans: <ol style="list-style-type: none"> 1. Citizen Participation Plan 2. Affirmatively Furthering Fair Housing 3. Barriers to Affordable Housing Choice • Grant Programs • Federal reporting systems: IDIS, HEROS, SAGE • 2024 Calendar Submission dates- AAP 2024, August 2024. CAPER 2024, December 2024. Con Plan 	

AGENDA ITEM	DISCUSSION	ACTION
	2025-2029/Action Plan 2024, August 2025.	[212/24] No action taken

VI. GENERAL DISCUSSIONS / ANNOUNCEMENTS:

AGENDA ITEM	DISCUSSION	ACTION
1. Next proposed scheduled Board meeting: Tuesday, January 23, 2024 at 12PM.	[213/24] Director Napoli announced that the incoming GHURA board commissioner appointee, Mr. Victor Torres is scheduled to be voted on in the legislative session scheduled for January 11, 2024.	[213/24] No action taken

VII. ADJOURNMENT:

AGENDA ITEM	DISCUSSION	ACTION
		<p>[214/24] Commissioner Delia moved to adjourn the January 9, 2024 GHURA board meeting. Commissioner Rice seconded the motion. There were no objections. Motion passed. Meeting adjourned at 2:08PM.</p>

SEAL

Elizabeth F. Napoli
 Board Secretary/Executive Director

Date _____



GHURA

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



Lourdes A. Leon Guerrero
Governor of Guam

Joshua F. Tenorio
Lt. Governor of Guam

John J. Rivera
Chairman

Nathanael P. Sanchez
Vice Chairman

Anisia S. Delia
Commissioner

Frank T. Ishizaki
Commissioner

Emilia F. Rice
Commissioner

Karl E. Corpus
Resident Commissioner

Elizabeth F. Napoli
Executive Director

Fernando B. Esteves
Deputy Director

MEMORANDUM

DATE: January 23, 2024
TO: Board of Commissioners
FROM: Elizabeth F. Napoli
Executive Director
SUBJECT: Resolution No: FY2024-006
GHURA Compensation Plan

GHURA's compensation philosophy is based on three Rs: recruit, reward and retain. The last compensation plan for GHURA employees was Resolution No. FY2022-006, which was approved at the 12/27/2021 Board of Commissioners meeting. It was indicated at that time that the plan was still below the Competitive Wage Act of 2014, hence the Board of Commissioners mandated that the plan be revisited sooner than three years from that approval date. GHURA's compensation committee had been diligently working on how to close the gap that was widened, particularly with the passing of the Competitive Wage Act Update of 2023, which gave 22% pay adjustments to government employees under the General Pay Plan.

This compensation plan is focused on rank and file utilizing comparables against the national average. Since GHURA is 100% federally funded, we must pay close attention to program budgets with steady and consistent increments that are reasonable, cost effective, and sustainable. We must also ensure that the compensation plan remains competitive, so that we are able to follow the three Rs of our compensation philosophy to recruit, reward, and retain the valuable workforce needed to meet GHURA's mission.

We thank you for your attention and consideration of this Compensation Plan, and hope for a favorable outcome.

GHURA does not discriminate against persons with disabilities.

The Chief Planner has been designated as Section 504 Coordinator.

The Coordinator can be contacted at the above address and telephone numbers.

TABLE A
Transitional slotting purposes only
FY 2024

Salary Range Tier	Salaries that fall in the range between	Transitional Slotting
Tier 3	\$19,311 - \$60,000	15%
Tier 2	\$60,001 - \$70,000	10%
Tier 1	\$70,001 and greater	5%

*Excludes Executive Director, Deputy Director, Special Assistant, and Attorney V

TABLE B

FY2024 SALARY INCREMENT SUBSTEP TABLE (AMENDED)

Performance Evaluations are on an Annual basis (12 months) and will be translated as follows:

Salary Range Tiers	Salaries that fall in the range between	Increment
Tier 2 (Non-Exempt)	\$19,311 - \$55,000	Pay for Performance
Tier 1 (Exempt)	\$55,001 and greater	2 Sub Step for satisfactory or higher

*Pay-for-Performance will continue for Tier 2 (Non-Exempt).

Satisfactory: = 3%

Highly Satisfactory = 4%

Outstanding = 6%

Executive Director's position no longer has annual salary increments since 2022.

GUAM HOUSING AND URBAN RENEWAL AUTHORITY
Aturidat Ginima Van Rinueban Siudat Guahan
BOARD OF COMMISSIONERS
RESOLUTION NO. FY2024-006

Moved by:

Seconded by:

RESOLUTION APPROVING the “2024 GHURA COMPENSATION PLAN”

- WHEREAS,** The Board of Commissioners of the Guam Housing and Urban Renewal Authority (“GHURA”) is granted by 12 Guam Code Annotated §5103 and §5104 the powers, rights, privileges, functions, and duties of the Authority enacted through policies, providing for the internal organization and management of the Authority, and for the administration of its affairs and operations; and
- WHEREAS,** GHURA recognizes the need to recruit, reward, and retain qualified employees within the Authority to meet its obligations; and
- WHEREAS,** GHURA’s last compensation plan was enacted in December 27th, 2021; and
- WHEREAS,** the Department of Administration (“DOA”) “Competitive Wage Act (CWA) Update Memorandum” dated January 30th, 2023 summarized their compensation analysis; and
- WHEREAS,** the DOA “Internal Equity Mean Wage Analysis By Occupational Category” compiled benchmark data from other Autonomous Agencies such as Guam Power Authority (“GPA”), Guam Waterwork Authority (“GWA”), and the Port Authority of Guam (“PAG”); and
- WHEREAS,** the DOA CWA analysis recommended and resulted in a 22% pay adjustment for the General Pay Plan (“GPP”); and
- WHEREAS,** GHURA, in the normal course of its business, conducts compensation reviews; and
- WHEREAS,** the significant increase of 22% accelerated the necessity of its review process; and
- WHEREAS,** finds that benchmarking against the CWA presents challenges due to its infrequency and non-inclusion of GHURA, and that analysis against national benchmarks is a consistent and reliable measurement to funding authorities; and
- WHEREAS,** GHURA is 100% Federally funded and unable to generate income through increased service rates or taxes; and
- WHEREAS,** any compensation adjust in GHURA must be reasonable, affordable, and sustainable; and

WHEREAS, management requests the Board of Commissioners to approve the Authority’s updated compensation plan which will encompass a transitional slotting based on salary ranges, to the new pay schedule, and a modified annual performance salary increment structure, based on the following:

1. Transitional Slotting:

Salary Tier	Salary Range	Transitional Slotting
Tier 3	\$60,000 and below	15%
Tier 2	\$60,001 - \$70,000	10%
Tier 1	\$70,001 and greater	5%

2. Increment:

Salary Tier	Salary Range	Increment
Tier 2 (Non-Exempt)	\$55,000 and below	Pay for Performance
Tier 1 (Exempt)	\$55,001 and greater	2 Sub Step for Satisfactory or Higher

3. Pay-for-Performance:

Satisfactory = 3%
 Highly Satisfactory = 4%
 Outstanding = 6%

WHEREAS, funding for the updated compensation plan is available, respectively, from the FY2024 budget; now, therefore be it,

RESOLVED, the Board approves the “2024 GHURA Compensation Plan”; and be it further,

RESOLVED, that the “2024 GHURA Compensation Plan” shall be effective immediately.

**IN REGULAR BOARD MEETING, SINAJANA, GUAM - JANUARY 23, 2024
 PASSED BY THE FOLLOWING VOTES:**

**AYES:
 NAYS:
 ABSENT:
 ABSTAINED:**

I hereby certify that the foregoing is a full, true, and correct copy of a Resolution duly adopted by the Guam Housing and Urban Renewal Authority Board of Commissioners on **January 23, 2024.**

(SEAL)

Elizabeth F. Napoli
Secretary / Executive Director