

THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY

Board of Commissioners Meeting

Monday, December 27, 2021 at 12:00 PM.

This meeting is open to the public via Zoom.

Topic: GHURA BOC Mtg. December 27, 2021

Time: Dec 27, 2021 12:00 PM Guam, Port Moresby

Join Zoom Meeting

<https://us06web.zoom.us/j/83924894777?pwd=ZENEWjd2NG9NbFZvOC9sc2l0dnBTQT09>

Meeting ID: 839 2489 4777

Passcode: 041627

AGENDA:

- I. ROLL CALL**
- II. BOARD MEETING PUBLIC ANNOUNCEMENTS**
- III. OLD BUSINESS**
 - 1. Resolution No. FY2022-006; Resolution approving the updated GHURA compensation plan for recruiting purposes**
- IV. GENERAL DISCUSSION/ANNOUNCEMENTS**
 - 1. Next proposed scheduled Board Meeting – Friday, January 07, 2022**
- V. 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., December 27, 2021
GHURA's Main Office (via Zoom)
1st floor, Conference Room, Sinajana
AGENDA**

I. ROLL CALL

II. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Friday, December 17, 2021

2nd Printing – Saturday, December 25, 2021

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III. OLD BUSINESS

1. Resolution No. FY2022-006..... 1 - 2
Resolution approving the updated GHURA compensation plan

IV. GENERAL DISCUSSION / ANNOUNCEMENTS

1. Next proposed scheduled Board Meeting: Friday, January 7th, 2022
@ 12:00 p.m.

V. ADJOURNMENT

Study: Omicron variant more resistant to vaccines but causes less severe illness

By Lesley Wroughton

Special to The Washington Post

CAPE TOWN, South Africa — Omicron appears to cause less severe illness than earlier variants of the coronavirus but is more resistant to the two-dose Pfizer-BioNTech vaccine widely used in South Africa, according to a major private study of the variant.

The study by Discovery Health, South Africa's largest health insurer, showed that risk of hospital admissions among adults who contracted COVID-19 was 29% lower than in the initial pandemic wave that emerged in March 2020.

Discovery Health provided conflicting information about the size of the study. In the initial release, the company said the study was based on 211,000 positive test results in South Africa, of which 78,000 were attributed to omicron. A subsequent correction to the release removed the word "positive" from the test results and said the change "does not affect any of the calculations." Later information provided by a Discovery Health spokeswoman put the number of total cases at 78,173, of which 19,070 tests were positive during the "omicron period" from Nov. 15 to Dec. 7. The company did not respond to requests for further clarification.

The study found that the vaccine from U.S. pharmaceutical giant Pfizer and German partner BioNTech provided just 33% protection against infection, much less than the level for other variants detected in the country.

At the same time, the vaccine may offer 70% protection against being hospitalized with omicron, the study

“The evidence is there is going to be a higher degree of vaccine failure against mild infections — we’ve already seen that with delta. ... It’s not great, but it’s not as bad as seeing massive failure that leads to hospitalization and death.”

— John Moore, immunologist, Weill Cornell Medicine

found, describing that level of protection as “very good.”

The protection was maintained across all age groups, Ryan Noach, Discovery Health's chief executive, told a news briefing. He said the disease may be less severe in South Africa because more than 70% of the population had already been exposed to the coronavirus.

He cautioned, however, that it was still in the early days and hospital admissions could rise sharply as the variant evolves.

"The omicron-driven fourth wave has a significantly steeper trajectory of new infections relative to prior waves," Noach said in a statement. "National data show an exponential increase in both new infections and test positivity rates during the first three weeks of this wave, indicating a highly transmissible variant with rapid community spread of infection."

"What is encouraging at this stage is a flatter trajectory of hospital admissions indicating likely lower severity of this wave," he told a news briefing later.

Noach said anecdotal evidence gathered from doctors treating omicron patients outside hospitals showed a high reinfection rate and multiple breakthrough infections in vaccinated

people that emerge after a short incubation period of three to four days.

Most infections mild

Most infections are described as mild, with recoveries usually within three days, he said. The most common early symptom reported is a scratchy throat, followed by nasal congestion, a dry cough and myalgia, or aches, manifesting in lower back pain.

He said private hospitals reported that most patients were unvaccinated and many were initially admitted for non-COVID-19-related illnesses. There was less evidence of respiratory infections in omicron-infected patients, compared to the other variants, with fewer patients requiring oxygen, Noach added.

It's unclear to experts whether South Africa's experience with the omicron variant will translate to other parts of the world, especially in Europe or the United States, where populations are already getting their booster shots.

South Africa has a young population that is largely unvaccinated and has high rates of previous COVID-19 infec-

tions. Most of South Africa's omicron infections have been in people between the ages of 35 to 39, according to the National Institute for Communicable Diseases, while just 36% of the country's adult population is vaccinated.

Glenda Gray, president of the South African Medical Research Council, said it was hard to know how the virus would evolve.

"South Africa has a quite high seroprevalence of prior infection, particularly after delta, and in some parts of South Africa up to 80% of people were exposed to previous infection," she said, adding: "We don't think it's a question of virulence, but more a question of exposure to vaccination and prior infection, so we would be cautious to try and interpret that this is a less virulent strain. We'll have to see what happens in other parts of the world before we make a call on this."

Many infectious-disease trackers are closely tracking the omicron surge in the United Kingdom and other northern European countries for indicators on what omicron might do elsewhere.

"I think it's reasonable to extrapolate from what's being seen in South Africa until we get evidence to the contrary," said John Moore, an immunologist at Weill Cornell Medicine. "The evidence is there is going to be a higher degree of vaccine failure against mild infections — we've already seen that with delta. ... It's not great, but it's not as bad as seeing massive failure that leads to hospitalization and death."

The Guam Academy Charter Schools (GACS) Council will hold its Regular Month Board Meeting on

Date: Wednesday, December 29, 2021

Time: 3:30 P.M.

Place: iLearn Academy Charter School, Ukkudo Route 3, Dededo

Via Zoom Video Conference

<https://zoom.us/j/95767638041?pwd=OTdEd2Y0b0hpMDdyYkFnZXZQOFVhZz09>

AGENDA:

- I. Appointee of Mr. David Camacho
- II. Approval for Budget
- III. End of Year Report

For Special accommodations, please contact or email Grace Lujan, GACS Council Administrative Assistant at grace.lujan@doa.guam.gov or 671-475-1260

PUBLICATION NOTICE

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

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DBA: Linda's Diner

has applied for a Class: Four (4) General On-Sale Alcoholic Beverage License said premises being marked as Lot: 2005-NEW-1-NEW 331 Marine Corp Dr. Hagatna



Loures A. Leon Guerrero
Governor of Guam

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



Joshua F. Tenorio
Lieutenant Governor of Guam

Board of Commissioners Meeting

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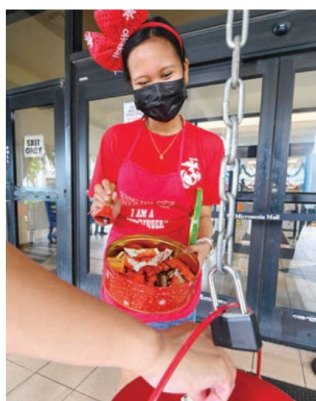
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This advertisement was paid for by GHURA

Buzzing with Christmas Spirit

All around the island, the last few days leading up to Christmas Day have been a joy for many and a chance to spread holiday cheer. Here are some sights:

FOR FOSTER KIDS: Former first lady of Guam Christine S. Calvo, the founder of the Rigalu Foundation Guam, along with her husband, former Gov. Eddie Calvo, their kids and other members of the foundation join members of Child Protective Services as they donate 194 pairs of shoes and socks for foster kids Wednesday at the CPS offices in Hagåtña. David Castro/The Guam Daily Post



BELL RINGING: Salvation Army Guam Corps volunteer bell ringer Jean Bactad, from Dededo, offers candy to someone giving a donation Dec. 23 at the Micronesia Mall in Dededo. David Castro/The Guam Daily Post



THRIFT STORE: Island Girl Power Director Juanita Blaz sorts out toys Thursday at the nonprofit's thrift store along Ysengsong Road in Dededo. The shop offers a way for island residents to give and save at the same time. Dantana Keraskes/The Guam Daily Post



FOR HER DAUGHTERS: Tye Donaldson, from Agaña Heights, holds a Little Chef kitchen set she just bought for her daughters Dec. 13 at Twinkles in Guam Premier Outlets in Tamuning. David Castro/the Guam Daily Post

THE GUAM DAILY POST

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EQUAL HOUSING OPPORTUNITY

Joshua F. Tenorio
Lieutenant Governor of Guam



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Gold star families a step closer to monument project

Families on Guam who lost a child, a parent, a sibling or other immediate family member in service to the U.S. military and the nation, often referred to as the gold star families, are a step closer in their project to build a monument at Skinner Plaza in Hagåtña.

Gov. Lou Leon Guerrero on Wednesday announced she had signed into law the legislation outlining plans for the monument. The legislation is now Public Law 36-63.

"Gold star families have given the ultimate sacrifice, the loss of a loved one in defense of our country," the governor said. "The planned monument ... will never match the magnitude of their sacrifice but it will serve as a reminder for all of us that some of us have carried a much heavier burden in the cause of freedom than others."

"It is my hope that, when completed, the Gold Star Families Monument will serve as a solemn tribute to the dignity and worth of service to our nation," the governor said. (Daily Post Staff)



**BOARD OF COMMISSIONERS
REGULAR SCHEDULED MEETING
12:00 P.M. December 27, 2021
GHURA Main Office (via Zoom Video Conference)
1st floor, Conference Room, Sinajana
BOC MEETING MINUTES**

I. ROLL CALL

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 **12:00 P.M. Monday, December 27, 2021** at the GHURA Sinajana Main Office, 1st floor Conference room, by Acting Chairwoman Guzman. She indicated that **4** members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

PRESENT: (VIA ZOOM VIDEO CONFERENCE) Monica Guzman, Acting Chairwoman Frank Ishizaki, Commissioner (In-person) Anisia Delia, Commissioner Karl Corpus, Resident Commissioner	MANAGEMENT & STAFF: Ray Topasna, Executive Director Elizabeth Napoli, Deputy Director Audrey Aguon, Special Assistant Kimberly Bersamin, HR Administrator Katherine Taitano, CPD/RP&E Manager Sonny Perez, A/E Manager Camarin Cabral, A/E Andrew Manglona, A/E Planner Artemio Aguero, Personnel Specialist
ABSENT:	
LEGAL COUNSEL: Anthony Perez, Esq.	PUBLIC: (VIA ZOOM VIDEO CONFERENCE) Dr. John Rivera Nathanael Sanchez

II. BOARD MEETING PUBLIC ANNOUNCEMENTS

1st Printing – Friday, December 17, 2021
2nd Printing –Saturday, December 25, 2021
ACKNOWLEDGED.

III. OLD BUSINESS

1. Resolution No. FY2022-006; Resolution approving the updated GHURA Compensation Plan.

[205/21] DISCUSSION:

Acting Director Napoli stated that the pronouns in the resolution should be replaced with 'the authority.'

Director Topasna added that his concerns even if the Board approves this resolution, that the amended plan still does not make GHURA competitive with the 2014 Competitive Wage Act, but it does bring GHURA a little bit closer. He added that he didn't want to bring to the Board something that would be controversial. But at the same time, the time is right to move this process forward primarily because GHURA has had to come to the Board for above step recruitment multiple times. Passing this resolution doesn't mean that GHURA will be able to avert that at all. It just means we're closer to the 2014 Competitive Wage Act. This resolution basically will be asking the Board to approve the new G4 scale. The second thing is the transitional slotting for staff under the new scale, and that's given to you in handout A and then handout B, amending the salary increment table for sustainability.

Acting Director Napoli inquired about whether she needed to defer to Mrs. Bersamin, HR Administrator, to go through the resolution. Attorney Perez stated that should there be any questions by the board that any one of them could answer it.

Acting Chair Guzman asked about whether the Board members had any questions regarding the resolution. Commissioner Ishizaki requested that Acting Director Napoli explain the purpose and significance of the resolution. Acting Director Napoli stated that it really is important that this resolution is passed. The main key points of the resolution really are the recruitment, reward and retention. The new pay schedule will most benefit the staff that's in the lower salary ranges, which are in tiers five and four. The slotting is going to benefit mostly those in the lower salary ranges. It's also going to help the agency to save money, because instead of the status quo pay for performance, annual increments that really will be making GHURA more top heavy, if those in the higher salary ranges continue to get that higher increment, the sustainability of those salaries is going to be more difficult. So overall, we're closing the gap a little bit, but we're still not as competitive as the other agencies. We want to make sure that GHURA is able to recruit without having to go to the board for above step and then also reward those that are here for the long term, and are going to be those that we need for succession planning. Succession planning is really important to us. We are requesting of the Board to approve this resolution.

Acting Chair Guzman inquired about whether Mrs. Bersamin had anything to add. Mrs. Bersamin stated that the current compensation environment needs to have this discussion. GHURA has been studying the data since 2011. 2019 was the first time we moved the G scale. It's an incremental approach. It's by no means to surpass the Competitive Wage Act, but it's to move us closer to being competitive with a competitive wage act, CWA of 2014. We did do a comparison. I did study what the current GHURA is with the proposed competitive wage act of 2014. We didn't for the majority pass the competitive wage act, but it closed the gap. Our methodology plan of job evaluations comes from the Hay methodology. We are trying to play catch up and that's what moving the scale incrementally does for GHURA. We are doing it in a manner that is responsible, and in accordance with the OMB Circular which later converted to two CFR. In a nutshell, that's what we're doing under the grants management is to do something that's reasonable and cost effective. GHURA is also doing its diligence to revisit it when the environment needs to.

Acting Chair Guzman stated that as part of the Board packet, there are two handouts, handout A for transitional slotting, and handout B for the increment sub step table amended. She added that the comparison with other agencies was discussed at the last Board meeting, but was not part of this Board packet. She requested that for the record, it be included as part of the documents for this Board meeting. She asked Attorney Perez for verification. Attorney Perez inquired about whether a final comparison chart document exist. Mrs. Bersamin stated that there is a copy, but she would have to change the heading with Competitive Wage Act. Attorney Perez indicated that the comparison chart was more informational about how this proposed resolution would compare to other agencies. But it doesn't necessarily get into the meat and potatoes of what GHURA is doing, but Mrs. Bersamin could provide it at the next board meeting for informational purposes. He added that when the GHURA Board is going to vote on this resolution though, they can't reference that comparison chart as part of their review and vote. The Board can reference Attachment A and B, because that's the practical implication of what this resolution is about. Acting Chair Guzman stated that it had been discussed, but it would be for informational purposes and not the basis for this. We did go through the entire process during our working sessions, just so that we could have a better understanding, and I believe everyone that attended those working sessions, now has a better understanding of why we are doing this, and the reason we are doing it and how GHURA's team approaches this inequity for our employees. So it would just be for informational purposes.

Attorney Perez stated for the record that when we use the term working session, but just to be clear, based on the information I have, there's no violation of the open government law, because there was no quorum at these informational meetings. No deliberations took place, and no vote took place. Rather, it was just an informational meeting between Kim and an individual, or two commissioners at a time, but there was no vote, no quorum, and no deliberation, just for the record. Acting Chair Guzman concurred that the sessions were information sessions and no voting took place.

Commissioner Ishizaki asked Commissioner Delia about Wage Compression and asked whether she was satisfied with the plan. She confirmed that she was and supports the plan. Commissioner Ishizaki indicated that he really supports this, that this is necessary, but Gov't of Guam has a long history of disruptive, disorganized wage adjustments. It is constantly tweaking the pay schedule for different classes of employees. He stated that the proposal was clearly necessary but did not feel it was adequate. He suggested that GHURA revisit it very soon (the plan).

Acting Chair stated that with Commissioner Delia's HR experience and knowing that she was comfortable with the plan, gave her a level of comfort as well. But she also agreed with Commissioner Ishizaki's concerns and requested that Mrs. Bersamin revisit sooner than the (3) year review.

[206/21] Commissioner Delia moved to approve Resolution No. FY2022-006 approving the updated GHURA Compensation Plan. Commissioner Ishizaki seconded the motion. Acting Chair Guzman added subject to corrections to the motion. There were no objections by the other board members. The motion passed.

VII. GENERAL DISCUSSION / ANNOUNCEMENTS

1.[207/21] Mrs. Bersamin stated the following:

- GHURA would be presenting to the board at the next Board meeting, the Retirement Resolution, acknowledging and thanking Ms. Bobbie Quinata for all the years of service to GHURA
- A Resolution and a plaque will be presented.

2.[208/21] Acting Chair asked about the Intergenerational Gifts of the Hand event. Acting Director Napoli stated that new ROSS coordinator, Miss Alina Butler, did an awesome job of stepping into her new job and organizing everything from the get-go. And it was very successful, and the schools were very generous.

3.[209/21] The next GHURA BOC meeting was proposed for Friday, January 14, 2022 @12PM. There were no objections to the date.

VI. ADJOURNMENT

[2010/21] Acting Chair Guzman moved to adjourn the meeting. Commissioner Delia seconded the motion. There were no objections by the other board members. The motion passed and meeting was adjourned at 12:33 PM.

SEAL



RAY S. TOPASNA
Board Secretary / Executive Director

**GUAM HOUSING AND URBAN RENEWAL AUTHORITY
BOARD OF COMMISSIONERS
RESOLUTION NO. FY2022-006**

Moved By: ANISIA S. DELIA

Seconded By: FRANK T. ISHIZAKI

Resolution Approving the Updated GHURA compensation plan

- WHEREAS,** pursuant to 12 GCA §§ 5103, 5104, the Board of Commissioners of the Guam Housing and Urban Renewal Authority (GHURA), shall have all powers, rights, privileges, functions and duties of GHURA, and is given the right and responsibility to employ employees and determine their qualifications, duties, tenure and compensation, to govern and control the operations of the Authority, to establish policies, and generally to undertake its responsibilities as the authority for the Agency; and
- WHEREAS,** GHURA's compensation philosophy is based on three "R's ---- **Recruit, Reward and Retain**; and
- WHEREAS,** GHURA management recognizes that the Authority's overall compensation plan for positions is still below the Government of Guam 2014 Competitive Wage Act (CWA); and
- WHEREAS,** in 2019, executive management incrementally moved the Authority closer to the 2014 CWA, but recognized that the Authority is still not competitive with the line agencies, causing recruitment and retention challenges; and
- WHEREAS,** the recruitment and retention challenges affect the Authority's ability to attract and retain quality candidates causing the Authority to seek "above step recruitments" at times, because the Authority's overall starting salaries are still below the step 1 of the 2014 CWA; and
- WHEREAS,** it has been over two (2) years since the last compensation review and executive management recognizes that the Authority can no longer defer the review of the Authority's compensation plan; and
- WHEREAS,** management requests to modify the Authority's pay schedule, and annual salary performance increment structure into a salary tier range schedule based upon an employee's salary, for at least a three (3) year period, until the next compensation review can be assessed; and
- WHEREAS,** pursuant to the Personnel Rules and Regulations, Section 6.302, the Board may modify the Authority's salary increment pay for performance structure; and
- WHEREAS,** to summarize, management requests the Board to approve the Authority's updated compensation plan which will encompass: 1) a new pay schedule, 2) a transitional slotting to the new pay schedule, and 3) a modified annual salary performance increment structure; and
- WHEREAS,** if approved by the GHURA Board of Commissioners, this updated compensation plan aims to incrementally close the gap with the 2014 CWA, and reinforce GHURA's long-term recruitment strategy as part of GHURA's succession plans; and

WHEREAS, the Board recognizes that it may at any time exercise its authority to amend this resolution; and

WHEREAS, management requests the approval of the updated compensation plan to take effect on 01/01/2022; and

WHEREAS, funding for the updated compensation plan schedule is available from respective program budgets; and therefore, be it


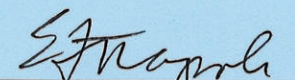
RESOLVED, the **GHURA Board of Commissioners** approves the **GHURA updated compensation plan** effective 01/01/2022.

**IN A REGULAR SCHEDULED BOARD MEETING, SINAJANA, GUAM – DECEMBER 27, 2021
PASSED BY THE FOLLOWING VOTES:**

AYES: Monica Guzman, Frank Ishizaki, Anisia Delia, Karl Corpus
NAYES: NONE
ABSENT: NONE
ABSTAINED: NONE

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 Board of Commissioners on **December 27, 2021**.

(S E A L)



for **RAY S. TOPASNA**
Secretary/Executive Director