

**NOTICE OF REGULAR BOARD MEETING OF**  
**THE GUAM HOUSING AND URBAN RENEWAL AUTHORITY**

**The Guam Housing and Urban Renewal Authority (“GHURA”) will hold its Regular Meeting of the GHURA Board of Commissioners on Friday, February 12, 2021 at 12:00 PM. This Board Meeting is open to the public via teleconference.**

**If you would like to join the meeting, please contact Audrey Aguon at 475-1378 by Wednesday, February 10, 2021 for more information.**

**For special accommodations, contact Katherine Taitano at 475-1322 or TTY 472-3701.**



**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., February 12, 2021  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
AGENDA**

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**I. ROLL CALL**

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

1<sup>st</sup> Printing – Friday, February 5, 2021

2<sup>nd</sup> Printing – Wednesday, February 10, 2021

**III. APPROVAL OF PREVIOUS BOARD MINUTES – January 8, 2021**

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**IV. NEW BUSINESS**

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| Resolution temporarily modifying the authority's pay for<br>Performance differentials as a result of the 2019 Novel<br>Coronavirus (Covid-19) pandemic by granting regular salary<br>increments (3 sub-steps) until a declared return to full<br>operations or PCOR4 |       |

**V. CORRESPONDENCE AND REPORTS**

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| 1. Resident Opportunity Self-Sufficiency (ROSS) Program ..... | 6 - 10 |
| Summary & Status Report (2019-2020)                           |        |
| 2. A/E Manager's Update                                       |        |

**VI. GENERAL DISCUSSION / ANNOUNCEMENTS**

1. Next proposed scheduled Board Meeting: Friday, February 26, 2021 @ 12:00 p.m.

**VII. ADJOURNMENT**

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### RENTALS

**GOOD:** 3 Lines, 3 Consecutive Days.....\$78.00**BETTER:** 3 Lines, 7 Consecutive Days.....\$99.00**BEST:** 3 Lines, 10 Consecutive Days.....\$115.00

### ROOMMATES

**Conditions/Restrictions:** \*Roommate  
a person who shares a room or apartment with  
another or others.**GOOD:** 3 Lines, 7 Consecutive Days.....\$57.00**BETTER:** 3 Lines, 10 Consecutive Days.....\$73.00

### AUTOMOTIVE PACKAGES

• Automotive • Trucks • Bikes • Boats • Motorcycles  
**Conditions/Restrictions:** One vehicle per ad  
**Ad format:** Make, Model, Year.**GOOD:** 3 Lines, 7 Consecutive Days.....\$58.00**BETTER:** 3 Lines, 10 Consecutive Days.....\$68.50**BEST:** 4 Lines, 14 Consecutive Days.....\$79.00

### SUPER DEALS

Personal Items below \$500 in total value

**GOOD:** 3 Lines, 7 Consecutive Days.....\$24.50**BETTER:** 3 Lines, 10 Consecutive Days.....\$33.00**BEST:** 3 Lines, 14 Consecutive Days.....\$40.00

\*Price must be included in the ad to qualify.

### PRIVATE PARTY PLEASERS

Personal Items below \$2,500 in total value

**GOOD:** 3 Lines, 7 Consecutive Days.....\$33.00**BETTER:** 3 Lines, 10 Consecutive Days.....\$43.50**BEST:** 3 Lines, 14 Consecutive Days.....\$54.00

\*Price must be included in the ad to qualify.

Personal Items below \$2,501 in total value

**GOOD:** 3 Lines, 7 Consecutive Days.....\$59.00**BETTER:** 3 Lines, 10 Consecutive Days.....\$70.00**BEST:** 3 Lines, 14 Consecutive Days.....\$80.00

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### GARAGE SALE

• Fundraising • Rummage • Yard Sale

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### EFFECTIVE 12/28/15

All classified ads are subject to the applicable rate card, copies of which  
are available from our Advertising Dept. All ads are subject to approval  
before publication. The Pacific Daily News/Pacific Sunday News  
reserves the right to edit, refuse, reject, classify or cancel any ad at any  
time. Errors must be reported in the first day of publication. The Pacific  
Daily News/Pacific Sunday News shall not be liable for any loss or  
expense that results from an error in or omission of an advertisement.  
No refunds for early cancellation of order.

### Automotive

## Wheels

best deal for you...

### Cars

TOYOTA 4RUNNER '08  
GOOD CONDITION! \$9,800  
727-8740

### Real Estate

## Rentals

great places to live...

### Apartments-Rent

Sinajana 2bd/1ba; partly  
furn. Nr schls, strs & rstrnts  
\$900/mo 482-2525

### Assorted

## Stuff

all kinds of things...

### Appliances

Are you in Financial Trouble?  
Need FAST CASH? I buy  
on/off island houses,  
lot, condos. I take over  
payments. Up to 200K.  
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at 475-1322 or TTY 472-3701.

### PUBLIC NOTICE

The Guam Council on the Arts and Humanities Agency will  
hold its Regular Board Meeting on Tuesday, February 9, 2021  
at 3:00 pm, Home/or Office via Zoom Conference platform.  
Individuals wishing to participate may contact CAHA via email  
at info@caha.guam.gov.Persons requiring special accommodations should contact  
the GCAHA Office at 300-1204-8 or email info@caha.guam.  
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### JUDICIARY OF GUAM

Guam Judicial Center  
120 West O'Brien Drive  
Hagåtña, Guam 96910  
www.guamcourts.org

### INVITATION FOR BID NO. IFB 21-02

### Extended Service Agreement for the existing Pure Storage Flash Array M20r2

The Judiciary of Guam is accepting bids from qualified vendors  
to provide the renewal of the Extended Service Agreement for the  
existing Pure Storage Flash Array M20r2 for the Judiciary of Guam.Interested and qualified vendors may request for a printed or  
electronic copies of the IFB package from the Procurement Office,  
1st Floor, Guam Judicial Center in Hagåtña, Guam beginning **Friday,  
February 5, 2021, from 8:00 a.m. to 5:00 p.m., Guam Standard  
Time, Monday to Friday**, except Government of Guam holidays.All bids must be submitted to the Procurement Office **no later than  
2:00 p.m., Tuesday, February 23, 2021, Guam Standard Time**. All  
bids will be publicly opened and read aloud on that said date and  
time at the Administrator of the Courts Conference Room, 1st Floor,  
Guam Judicial Center in Hagåtña, Guam.For any periodic updates of the IFB please visit the Judiciary's  
website <http://guamcourts.org>. For further information or to request  
for copies of the IFB package, please contact the Procurement  
Office at 671-475-3393/3175/3141/3290 or email [jocapeda@guamcourts.org](mailto:jocapeda@guamcourts.org)  
and/or [mantonio@guamcourts.org](mailto:mantonio@guamcourts.org)./s/ KRISTINA L. BAIRD  
Administrator of the Courts

The Judiciary of Guam is an equal opportunity provider and employer.



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Discover your  
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Turn here for  
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Household,  
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Wanted Mechanic. Auto and heavy Equipment. Full time O/T as needed. Co benefits (671)648-0030 fredridm@usscorp.com

### Real Estate

### Rentals

great places to live...

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### -Rent

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Mamis F1 Tamuning GU  
96913  
3bd, 2br, \$2k/mon  
Contact: 646-0947 M-F(8-5)

### Assorted

### Stuff

all kinds of things...

### Announcements

### Are you in Financial Trouble?

Need FAST CASH? I buy  
on/off island houses,  
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payments. Up to 200K.  
649-4663

### Cemetery Lots

### ATTENTION!

2-Prime Lots at Our Lady of  
Peace Memorial Garden  
Below Market Value  
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### CONTRACTORS LICENSE BOARD

#### Inetnon Malisensiyen Kontratista

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JOSHUA F. TENORIO  
LIEUTENANT GOVERNOR

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Tamuning, Guam 96913  
649-2211, 649-9676  
649-2210 (Fax)  
Website: www.clb.guam.gov

CECIL "BUDDY" L. ORSINI  
EXECUTIVE DIRECTOR

### NOTICE OF GOVERNMENT MEETING

The Contractors License Board regular board meeting will be held on **Wednesday, February 17, 2021 at 10:00 a.m.** at the Contractors License Board conference room, located at 542 North Marine Corps Drive in Upper Tumon. Note: Please adhere to the social distancing and wearing of face mask. For any special accommodations, please contact 649-2211/9676.

This is paid for by the Contractors License Board.



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BARRIGADA, GUAM 96913-1608

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Website: [www.gdoe.net](http://www.gdoe.net)

CARMEN T. CHARFAUROS  
Supply Management  
Administrator

### INVITATION FOR BID

GDOE IFB 012-2021

INDEFINITE QUANTITY BID FOR HARD COPY  
INSTRUCTIONAL MATERIALS, MATH

SUBMISSION DATE: Tuesday – March 2, 2021

at 9:30 a.m. CHST

GDOE IFB 021-2021

INDEFINITE QUANTITY BID FOR HARD COPY  
INSTRUCTIONAL MATERIALS, ENGLISH LANGUAGE ARTS  
(ELA)

SUBMISSION DATE: Tuesday – March 2, 2021

at 9:30 a.m. CHST

Note: It is solely the Bidder's responsibility to review the website  
on a daily basis for the issuance of Amendments/Clarifications  
for any possible changes to the IFB.

IFB packages are available for download on the GDOE  
website at  
[www.gdoe.net/District/Department/  
12-Office-of-Supply-Management](http://www.gdoe.net/District/Department/12-Office-of-Supply-Management)

\* A hard copy may also be picked up at the GDOE Office of  
Supply Management at  
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\* A non-refundable fee of \$10.00 (cash only) is required upon  
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Administered by the Guam Department of Education (GDOE) -  
Federal Programs Division (FPD) - State Education Agency (SEA)  
& funded by the Educational Stabilization Fund - State Education  
Agency (ESF-SEA) under the CARES Act.

/s/ CARMEN T. CHARFAUROS  
SUPPLY MANAGEMENT ADMINISTRATOR  
For: JON J. P. FERNANDEZ  
SUPERINTENDENT OF EDUCATION





**BOARD OF COMMISSIONERS  
REGULAR SCHEDULED MEETING  
12:00 P.M., February 12, 2021  
GHURA's Main Office (via Zoom)  
1<sup>st</sup> floor, Conference Room, Sinajana  
AGENDA**

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**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., **Friday, February 12, 2021** at the GHURA Sinajana Main Office, 1st floor Conference room, by Chairman Flores. He indicated that 5 members of the Board of Commissioners were present, representing a quorum and that the meeting would proceed as scheduled.

**PRESENT: (VIA ZOOM VIDEO  
CONFERENCE)**

Sabino Flores, **Chairman**  
Monica Guzman, **Vice Chairwoman**  
George Pereda, **Commissioner**  
Frank Ishizaki, **Commissioner**  
Anisia Delia, **Commissioner**

**ABSENT:**

Joseph Leon Guerrero,  
**Resident Commissioner**

**LEGAL COUNSEL:**

Anthony Perez, Esq.

**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**

Lucele Leon Guerrero, **Controller**

Francesca Gatuz,

**ROSS Program Coordinator**

**PUBLIC: (VIA ZOOM VIDEO  
CONFERENCE)**

Representative of the Office of Senator  
J. S. San Agustin  
Mr. Chris Odoca  
Mr. David Sablan  
Mr. Gerry Partido  
Mr. Pete Santos  
Ms. Haidee Gilbert Eugenio

**II. BOARD MEETING PUBLIC ANNOUNCEMENTS**

**1<sup>st</sup> Printing - Friday, February 5, 2021**

**2<sup>nd</sup> Printing - Wednesday, February 10, 2021**

**ACKNOWLEDGED BY THE BOARD**



### **III. APPROVAL OF PREVIOUS BOARD MINUTES**

[013/021] Chairman Flores made a motion to approve the meeting minutes of January 8, 2020 as corrected. The motion was seconded by Vice Chairwoman Guzman. With no objections by the other board members, the motion was passed.

### **IV. NEW BUSINESS**

#### **1. [014/021] Resolution No. FY2021-007**

Resolution temporarily modifying the authority's pay for Performance differentials as a result of the 2019 Novel Coronavirus (Covid-19) pandemic by granting regular salary increments (3 sub-steps) until a declared return to full operations or PCOR4.

Director Topasna requested to table the matter until management has had more time to discuss with GHURA's Human Resources Division and with the Administration.

[015/021] Chairman Flores inquired whether any of the board members objected to the request. With no objections by the other board members, Chairman Flores granted the request to table the resolution to a later date.

### **V. CORRESPONDENCE AND REPORTS**

#### **1. [016/021] Resident Opportunity Self-Sufficiency (ROSS) Program Summary & Status Report (2019-2020)**

Deputy Director Napoli presented back ground information about the ROSS Program. She stated that GHURA's Public Housing Program included housing of 132 elderly at 5 different public housing sites. These sites include: Dededo, lower Agat, Upper Agat, Talofofo and Malesso. She added that GHURA's ROSS program coordinator, Francesca Gatzuz, plays a crucial role in the daily welfare of GHURA's elderly population with the services that she provides for them.

Miss Gatzuz stated that she would be sharing the Program Summary and Status Report as well as Program highlights.

She stated that the ROSS program aims to enhance the quality of life by connecting the elderly and persons with disabilities residing in GHURA's Public Housing, to services and activities that will help them maintain independent living and avoid placement in a full-care facility.

**During January 2019- December 2020 the ROSS program:**

- Served 220 residents
- Offered services in the areas of assisting with benefits, family support, and HomeMaker.
- Most utilized service for this period was Outreach and isolation.



**Programs and Outreaches held at GHURA 82 sites included:**

- Financial preparedness
- Legal assistance
- Employment opportunities
- Medical Outreach- to provide physicals to the elderly residents
- Eat smart, Live strong- Nutrition workshops
- Bingo games and arts and crafts activities hosted by ROSS provided socialization

Miss Gatuz added that students from the Guam Community College School of Cosmetology, provided haircuts and manicures to the elderly residents.

Miss Gatuz stated that due to the COVID19 pandemic, the ROSS program had to cease all in person meetings and activities. She indicated that she was working with Public Health to have the elderly residents tested and vaccinated for the COVID19 virus at their units.

**In November and December 2019, Miss Gatuz was able to coordinate holiday activities:**

- Notre Dame High School National Honor Society hosted a holiday dinner at GHURA's Talofoto Public Housing development.
- Southern High School National Honor Society hosted a dinner at the Merizo development.
- St. Paul's Assemblies of God Choir provided caroling in the Agat Development
- GHURA Employees Association provided light refreshments
- Cosmos Distributing donated gifts for the residents
- Rambies, Filipino Community of Guam, UOG AmeriCorps, and the Public Housing management and staff donated holiday food plates and monetary donations.

**December 2019 and December 2020 Intergenerational Gifts of the Hand:**

- ROSS partnered with DOE public elementary schools.
- Goal was to increase self-esteem and life satisfaction for the elderly
- 239 PH residents, 55 years and older, received gifts and hand-made holiday cards.
- Students from MA Ulloa Elementary School and Wettengel Elementary School put together a Christmas performance.
- Donations also came from GHURA Section 8 Division.

**Ms. Gatuz's Administrative Tasks include:**

- Maintaining the ROSS program 3-year grant funds
- ROSS was granted a renewal in FY2019
- Through a Needs Assessment that was conducted, Ms. Gatuz identified the following needs:
  - a. Education
  - b. Financial Literacy
  - c. Health and Wellness
  - d. Employment
  - e. Elderly/Disabled Services

The ROSS Program has received **Letters of Support** from the following Departments and Organizations: Catholic Social Services, Department of Integrated Services for



Individuals with Disabilities, Department of Labor, Department of Public Health and Social Services, Guam Fire Department, Guam Police Department, GRTA, Health Services of the Pacific, The Salvation Army, UOG AmeriCorps Volunteer Center, and UOG College of Natural & Applied Sciences Cooperative Extension & Outreach.

She added that the various Community Outreach and Training Sessions that she attends are to expand her knowledge on existing services, resources and to foster relationships with other service providers in the hopes of bringing more services to the GHURA sites.

**HUD requirements for Service Coordinators is to attend training sessions. Miss Gatuz attends training sessions through the following:**

- National Association of Social Workers, Guam Chapter
- American Association of Service Coordinators.

Vice Chairwoman Guzman commended Miss Gatuz on the great job that she is doing for the GHURA elderly residents. Vice Chairwoman Guzman suggested that Miss Gatuz also consider reaching out to CAHA as an added resource and ROSS partner. Miss Gatuz thanked the Vice Chairwoman for her recommendation and indicated that she would reach out to CAHA.

There were no further discussions or questions from the other board members.

## **2. [017/021] A/E Manager's Update- Monthly Report**

- **Sinajana Arts Center-** CDBG funded. Completion status is at 25%. Scheduled completion in October 2021.
- **Lighthouse Recovery Center for Women-** In permitting phase with DPW. Contractor is Inland Builders. Anticipated performance bond award 2/12/21.
- **Umatac Baseball Field-** Contractor is InfraTech. Completion status is at 60%.
- **Inarajan Court-** In the permitting phase.
- **MTM Court-** In the permitting phase.
- **Sinajana Fire Station RFP for Design Services-** Deadline to submit proposal is 2/26/21. Additional e911-GFD facility scope. 17 A/E firms attended virtual meeting, while Seven (7) attended on-site visit.
- Request for Technical Assistance to Design/Program Drug and Alcohol Building from GBHWC project budget at \$6M.
- **GT Solar PPA, Public Housing Repositioning -Ongoing Discussions with USDA.**
  - a. Director Topasna added that the plan is to build replacement units. GHURA has looked at other repositioning options, such as Rental Assistance Demonstration (RAD) and demolition and disposition. GHURA is also considering a hybrid approach. HUD is prepared to send a consultant to Guam for this. GHURA is considering all of its options before making a final decision.
  - b. USDA discussions include interim financing to build replacement units and eventually relocate the residents.



- **Talofofo Cottage Homes Renovation-** Director Topasna stated that the Talofofo Cottage Homes are the former DYA cottage homes. There are ongoing discussions with Lt. Governor's office to convert the cottage homes into a drug rehab facility for men. This facility will be under the purview of GBHWC. Funding plans are being discussed. GHURA is providing technical assistance.
- **GPD Precinct New Construction-**Final location TBD
- **\$12M Section 108-iLearn Academy-**ongoing discussions.
- **Renovations and CIBs-** (8) units at GT, (11) units at various AMPs-out for public bids.
- **Processing Additional requests-** (5 units)-out for public bids.
- **Ongoing/Active-** (30) AMP1-(4). AMP2-(7), AMP3-(4), AMP4-(15)
- **A/E Processing Four properties for affordable homes Construction projects**
- **New Community Centers-**upcoming projects.
- **Environmental Controls-**upcoming projects.
- **Mr. Sonny Perez credited A/E and CDBG's success to their team of individuals that work diligently daily:** Andrew Manglona, Robert Hess, Alice James, Mike Racuyal, Sean Leon Guerrero, Kathy Taitano and the individuals of the HOME and Capital Funds Programs.

Vice Chairwoman Guzman inquired on any updates regarding the Resolutions presented at the December meetings on the GHURA Sinajana and Agat properties.

Ms. Kathy Taitano stated that research on the history of the properties are ongoing. Should the research confirm that the properties belong to CDBG, the appropriate agreements will be drawn into the transfer agreements to the two mayors. She added that the redraft of the GWA Resolution will be included at the next board meeting

There were no further discussions or questions.

## **VI. GENERAL DISCUSSION / ANNOUNCEMENTS**

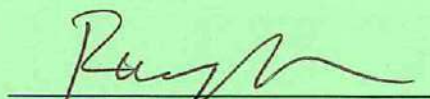
1. [018/021] Next proposed scheduled Board Meeting: Friday, February 26, 2021 @ 12:00 p.m.

There were no objections to the next meeting date.

## **VII. ADJOURNMENT**

[019/21] With no further general discussions, Chairman Flores thanked everyone for attending the BOC meeting. Commissioner Pereda made a motion to adjourn and Commissioner Delia seconded the motion. With no objections to the adjournment, Chairman Flores concluded the meeting at 12:41PM.

SEAL



**RAY S. TOPASNA**

**Board Secretary / Executive Director**



**GUAM HOUSING AND URBAN RENEWAL AUTHORITY  
BOARD OF COMMISSIONERS**

**RESOLUTION NO. FY2021-007**

**Moved by:** \_\_\_\_\_

**Seconded by:** \_\_\_\_\_

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**RESOLUTION TEMPORARILY MODIFYING THE AUTHORITY'S PAY FOR PERFORMANCE DIFFERENTIALS AS A RESULT OF THE 2019 NOVEL CORONAVIRUS (COVID-19) PANDEMIC BY GRANTING REGULAR SALARY INCREMENTS (3 SUB-STEPS) UNTIL A DECLARED RETURN TO FULL OPERATIONS OR PCOR4**

**WHEREAS,** the Board of Commissioners of the Guam Housing and Urban Renewal Authority is empowered by 12 Guam Code Annotated, Chapter 5 to adopt rules and regulations for providing internal organizational and management of the Authority; and

**WHEREAS,** on May 12, 2011, the Board of Commissioners set forth and adopted a fundamental system of personnel administration governed by Personnel Rules and Regulations that is consistent with merit principles and principles of Equal Employment Opportunity and other laws pertaining to employment with the Authority, to include linking performance and pay decisions with a "pay for performance" system; and

**WHEREAS,** on March 14, 2020, the Governor of Guam declared what is now a series of public health emergency Executive Orders for Guam in response to the COVID-19 pandemic; and

**WHEREAS,** the Governor of Guam subsequently extended the public health emergencies through Executive Orders Nos. 2020-09, 2020-11, 2020-16, 2020-22, 2020-24, 2020-29, 2020-35, 2020-38, 2020-41, 2020-46, 2021-03 to slow the spread of COVID-19 in our community, making it difficult to plan or provide prior notice to employees; and

**WHEREAS,** the Board recognizes that due to the COVID-19 pandemic, GHURA either completely shut down or had staff working a limited work load and operational capacity since Guam was declared a public health emergency on March 14, 2020; and

**WHEREAS,** the Board further recognizes that employees have not been able to perform the full scope of their performance standards due to the multiple shutdowns, and limited occupancy requirements through no fault of their own, and that the Authority cannot in good faith withhold salary increments due under circumstances not of their own making; and

**WHEREAS,** acknowledging that the year 2020 was an unprecedented year and that the island is still under a public health emergency as of this writing, that it is only prudent the Board takes a balanced approach to temporarily modify the Authority's pay for performance plan to respond in as fair, authentic and transparent manner possible given the COVID-19 pandemic circumstances; and



**WHEREAS,** Section 6.302 of the Personnel Rules and Regulations, provides in part, that *“the compensation plan is adopted by the Board of Commissioners. Detailed procedures have been delegated to the Executive Director and are subject to certification of funds and modification by the Board of Commissioners”*; and

**WHEREAS,** the Board of Commissioners recognizes its fiduciary responsibility and the due diligence needed to support the processing of regular salary increments (3 sub-steps) for eligible impacted employees who are evaluated as having performed “satisfactory or better” and whose anniversary waiting period falls at a minimum of 6-months during the COVID-19 pandemic operations; now therefore be it;

**RESOLVED,** that as a matter of good public policy, the Board of Commissioners directs the processing of salary increments (3 sub-steps) for eligible employees whose anniversary waiting period falls at a minimum of 6-months or more during the declared COVID-19 pandemic modified operations and that this action is not retroactive on the pay for performance differentials

**IN REGULAR BOARD MEETING, SINAJANA, GUAM -- February 12, 2021**

**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 **February 12, 2021**.

**( S E A L )**

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



## Pay and performance management in the age of COVID-19

Separating rating and pay decisions may offer employers some legal protection.

By: Tom Starner (<https://hrexecutive.com/author/tom-starner/>) | June 11, 2020 • 3 min read

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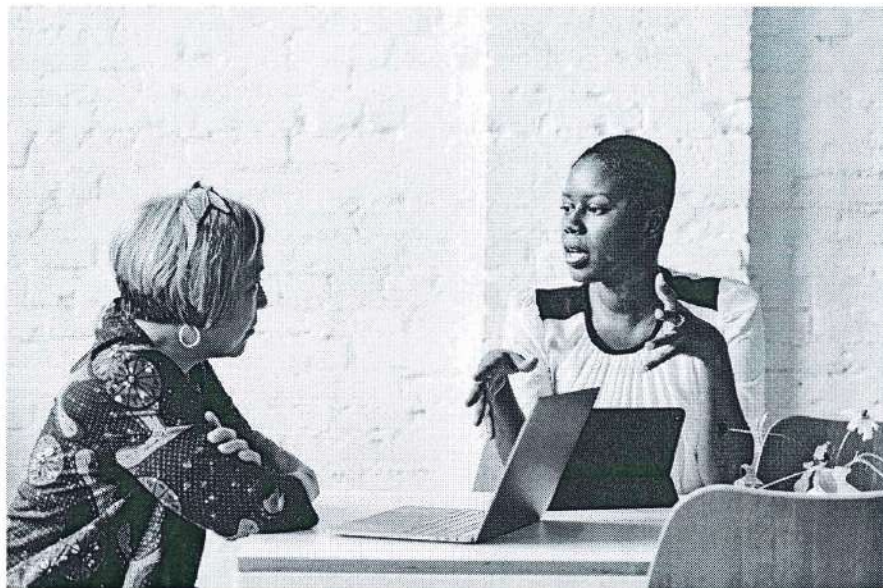
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As [COVID-19's impact on the market and workplaces lingers on](https://hrexecutive.com/how-to-engage-workers-during-the-new-normal/) (<https://hrexecutive.com/how-to-engage-workers-during-the-new-normal/>), companies are facing a range of unprecedented questions. Among them: What should we do with performance management? And should performance link to pay for this year? ★

Lori Holsinger, senior principal with Mercer in Atlanta, explains that these are logical questions because, for more than a decade, at least 85% of companies have been linking performance and pay decisions, and 70% of companies link the two by assigning performance ratings, according to Mercer's 2019 *Global Performance Management Study*.



**Read all of HRE's coronavirus coverage here.**  
(<https://hrexecutive.com/category/coronavirus/>)

"Some proactive companies have already taken action to separate rating and pay decisions until the pandemic is contained and the market stabilizes," she says.

Advertisement



From a legal perspective, decoupling traditional pay and performance decisions during the pandemic may help employers mitigate future wrongful-termination cases due to poor performance.

Typically, she says, an employer strengthens its position by maintaining a track record over time

of employee-employer feedback discussions, adequate training and coaching, and documentation to support termination due to poor performance. Holsinger says this "track record" becomes even more critical the longer the tenure of the employee.

"Companies that are automatically assigning 'meets' or 'exceeds' ratings during COVID-19 may be inadvertently increasing their future risk for wrongful-termination cases due to poor performance," she says.

Holsinger says that, in what would be considered normal times, employers set performance goals and expectations that define how a given role will contribute to the team and company's success, based on historical data for the company, team and role. The process helps establish the baseline for the role and set performance targets that are realistic, clarifying what meeting and exceeding expectations looks like.

**Related: Why empathy is key as employees return to workplaces**  
(<https://hrexecutive.com/why-empathy-is-key-as-employees-return-to-workplaces/>).

"With COVID-19, all these normal planning elements have gone out the window," she says. "While some companies are thriving financially due to the pandemic, such as home-improvement businesses, gaming and beauty products, many other companies are struggling, particularly retail and hospitality."

In addition, forces outside the employees' and employers' control are at play. With the anticipated "ping-pong ball" effect of openings, closures and modifications until the pandemic is contained, even setting modified expectations for the rest of the year is tricky, Holsinger says.

For example, imagine an employee that "got lucky" due to the pandemic's positive financial impact on their role and team. Should this employee be rewarded more for their 2020 results? What about 2021, when businesses will begin to right-size? Should that same employee get "dinged" because their year-over-year results went significantly down from 2020 to 2021?



“On the flip side, should an employee that traditionally performs well be caught in the crosshairs of the pandemic and get a poor rating for 2020 due to something outside of their control?” she says.

Ad removed. [Details](#)

Holsinger says some employers recognize they would rather send the message of acknowledging 2020 is

an unusual year, which should be extracted from their pay-for-performance approach and handled completely differently.

“Many of these same companies see this as a temporary adjustment that is more fair, authentic and transparent with their employees,” she says.

Tom Starner is a freelance writer based in Philadelphia who has been covering the human resource space and all of its component processes for over two decades. He can be reached at [hreletters@lrp.com](mailto:hreletters@lrp.com).

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## More from HRE

(<http://hr executive.com/3-issues-remote-first-companies-need-to-think-about-in-2021/>).

### **What remote-first companies need to think about in 2021**

As part of our look ahead to 2021 challenges, Job van der Voort of HR tech platform Remote offers insights for long-term remote and hybrid workplaces.

(<http://hr executive.com/3-issues-remote-first-companies-need-to-think-about-in-2021/>).

(<https://hr executive.com/hres-number-of-the-day-fitness-benefits/>).

### **HRE's Number of the Day: Fitness benefits**

How many employees consider it important that an employer offer fitness, wellness benefits?

# RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY (ROSS) PROGRAM SUMMARY AND STATUS REPORT

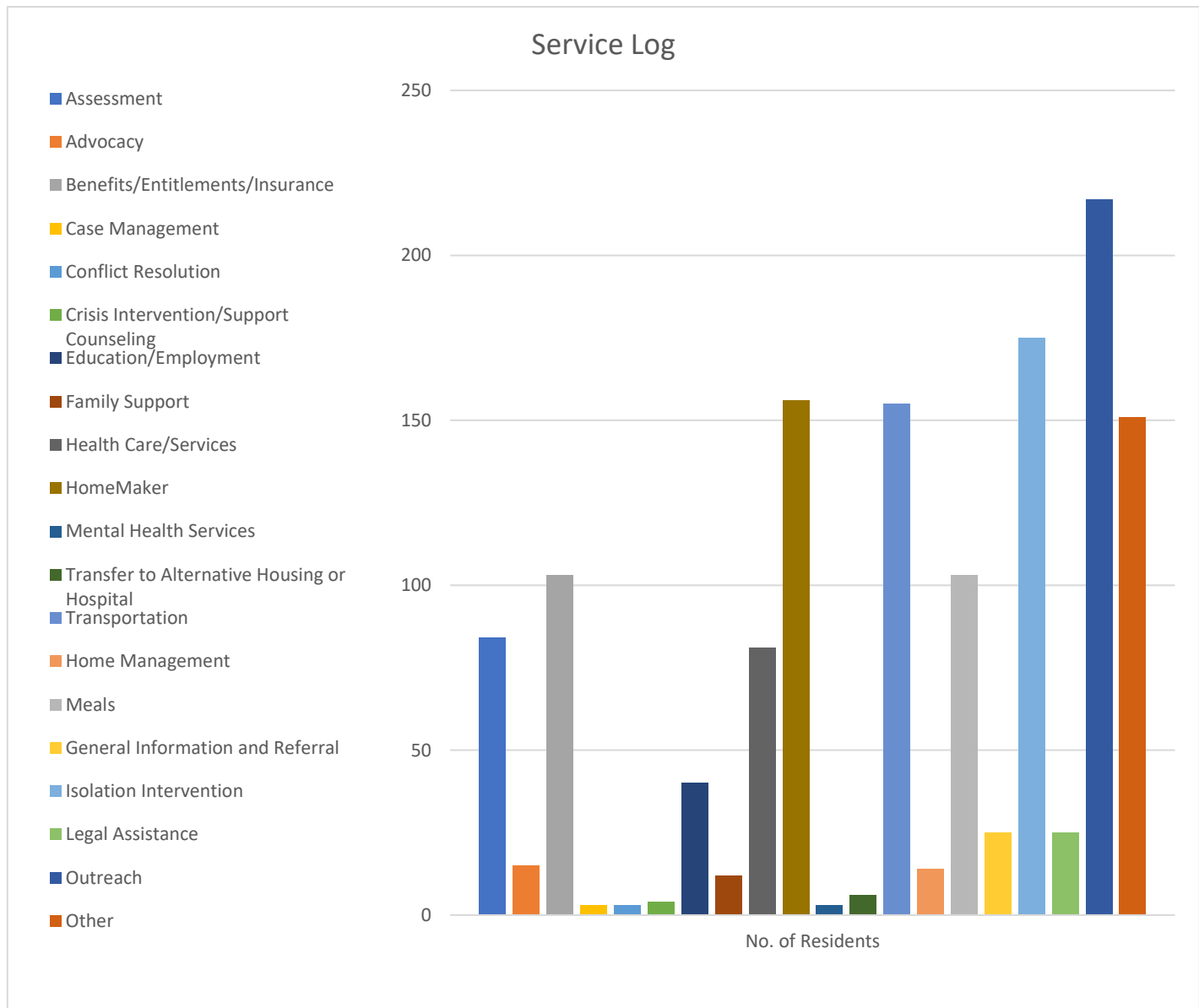
## PROJECT SUMMARY

The ROSS program aims to enhance quality of life by connecting the elderly and persons with disabilities residing in GHURA's Public Housing to services and activities that will help them maintain independent living and avoid placement in a full-care facility.

Report Period: **January 2019 – December 2020**

Prepared by: Francesca Gatuz, ROSS Service Coordinator (ROSS-SC)

## SERVICE LOG



TOTAL NUMBER OF RESIDENTS IN ALL AMPS SERVED THIS PERIOD: 220



# RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY (ROSS) PROGRAM SUMMARY AND STATUS REPORT

## PROGRAMS AND OUTREACHES

Date	Event	Location	Community Partner(s)
07/07/2019	Medical Outreach	Pagachao Youth Center	Todu Guam
07/17/2019	Bingo Outreach	Dededo Elderly Development	UOG AmeriCorps Volunteer Center
07/24/2019	Bingo Outreach	Talofofo Elderly Development	UOG AmeriCorps Volunteer Center
09/17/2019	Legal Services Outreach	Upper Agat Elderly Development	Guam Legal Services Corporation-Disability Law Center, Office of the Attorney General, and Public Defender Service Corporation
09/18/2019	Financial Preparedness	Dededo Elderly Development	Coast360 Federal Credit Union
09/24/2019	Arts & Crafts for Wellness Outreach	Merizo Elderly Development	UOG AmeriCorps Volunteer Center
10/25/2019	Arts & Crafts for Wellness	Lower Agat Elderly Development	UOG AmeriCorps Volunteer Center
11/08/2019	Bingo	Upper Agat Elderly Development	UOG AmeriCorps Volunteer Center
11/13/2019, 11/20/2019, and 12/04/2019	Eat Smart, Live Strong Workshops	Merizo Elderly Development	UOG College of Natural & Applied Sciences Cooperative Extension & Outreach
11/19/2019	Grooming Services	Dededo Elderly Development	Guam Community College Industry Certification in Cosmetology Program
11/20/2019	Employment Opportunities	Talofofo Elderly Development	Department of Labor-Senior Community Service Employment Program and Department of Public Health & Social Services-Work Programs Section
03/11/2020	Eat Smart, Live Strong Workshops	Upper Agat Elderly Development	UOG College of Natural & Applied Sciences Cooperative Extension & Outreach

# RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY (ROSS) PROGRAM SUMMARY AND STATUS REPORT

## COVID-19 RESPONSE

### COVID-19 Testing

05/15/2020 – Lower and Upper Agat Elderly Development

05/22/2020 – Talofofo Elderly Development

06/04/2020 – Dededo Elderly Development

COVID-19 vaccinations are currently being scheduled for GHURA-82 residents with DPHSS.

## HOLIDAY ACTIVITIES

Date	Event	Location	Community Partner(s)
12/07/2019	Holiday Dinner	Talofofo Elderly Development	Notre Dame High School National Honor Society
12/18/2019	Holiday Caroling and Chesa	Lower Agat Elderly Development	St. Paul Assemblies of God Choir Caroling and GHURA Employee Association
12/20/2019	Holiday Dinner	Dededo Elderly Development	Rambies & UOG AmeriCorps Volunteer Center
12/28/2019	Holiday Dinner	Merizo Elderly Development	Southern High School National Honor Society
11/24/2020	Thanksgiving Donations	GHURA-82 sites	Cosmos Distributing
12/21/2020	Holiday Food Plates	GHURA-82 sites	Filipino Community of Guam, Public Housing management team and staff

## INTERGENERATIONAL GIFTS OF THE HAND

December 2019 – GHURA's Deputy Director and ROSS Program put together the first Intergenerational Gifts of the Hand to increase self-esteem and life satisfaction and decrease feelings of loneliness and isolation among the elderly. To encourage interaction among all ages during the holidays, ROSS partnered with several Department of Education elementary schools in public housing areas for a holiday art project the students can gift residents in hopes of instilling a sense of social responsibility and empathy towards others, especially vulnerable populations.

239 Public Housing Residents 55 years and older received gifts and hand-made cards from the following schools: Agana Heights ES, B.P. Carbullido ES, C.L. Taitano ES, J.Q. San Miguel ES, M.A. Ulloa ES, Marcial Sablan ES, Merizo ES, M.U. Lujan ES, P.C. Lujan ES, Talofofo ES, and Wettengel ES.

12/21/2019 – MA Ulloa Elementary School and Wettengel Elementary School students put together a Christmas Performance and Presentation of Gifts at the Dededo Elderly Development.



# RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY (ROSS) PROGRAM SUMMARY AND STATUS REPORT

December 2020 – This year marked the ROSS Program’s second annual Intergenerational Gifts of the Hand. Most participating schools made Christmas cards and/or ornaments and utilized classes, student councils, and national honor societies. Majority of the schools also gave donations, such as toiletries, snacks, water, bags, and personal protective equipment. GHURA’s Section 8 Division also donated toiletries and personal protective equipment upon hearing about the schools’ efforts.

Representatives from each school delivered their items by December 11, which were then delivered to the residents on December 13 (Inarajan, Talofofo, and Yona), 14 (Agana Heights, Sinajana, Asan, Agat, Umatac, Merizo, and Toto), and 23 (Dededo) by ROSS-SC, Deputy Director, AMP1 staff, two other GHURA staff volunteers, and a team from Marcial Sablan Elementary School.

Participating Schools/Organizations: Agana Heights ES, B.P. Carbullido ES, C.L. Taitano ES (in collaboration with the Lions Club), Marcial Sablan ES (in collaboration with GuamPeeps, Agat Mayor’s Office, and Kaduku Cards), Maria Ulloa ES, MerizoMartyrs Memorial School, M.U. Lujan ES, and Talofofo ES.

## ADMINISTRATIVE TASKS

### GRANTS MANAGEMENT

#### FY2016

- Reporting
  - Submitted FY2016 Year 3 Annual Report (Oct 2019)
  - Submitted FY2016 Close Out Report (June 2020)

#### FY2019

- Application Renewal
  - Submitted FY2019 Application for Renewal (Oct 2019)
  - ROSS-SC conducted Needs Assessment across all four AMPs
    - Identified Areas of Need: Education, Financial Literacy, Health and Wellness, Employment, Elderly/Disabled Services
  - ROSS received Letters of Support from the following: Catholic Social Services, Department of Integrated Services for Individuals with Disabilities\*, Department of Labor, Department of Public Health & Social Services, Guam Fire Department, Guam Police Department, Guam Regional Transit Authority, Health Services of the Pacific\*, The Salvation Army, University of Guam AmeriCorps Volunteer Center\*, University of Guam College of Natural & Applied Sciences Cooperative Extension & Outreach
- Reporting
  - Submitted FY2019 Year 1 Annual Report (Oct 2020)

# RESIDENT OPPORTUNITY AND SELF-SUFFICIENCY (ROSS) PROGRAM SUMMARY AND STATUS REPORT

## COMMUNITY OUTREACH AND TRAINING

### Community Outreach

- 03/09/2019 – GSAT Fair at Agana Shopping Center
- 04/24/2019 – UOG Fanomnakan 2019 Job Fair
- 04/26/2019 – Passport to Services by the Guam Homeless Coalition
- 05/16/2019 – GU Conference on Aging
- 09/19/2019 – University of Guam Cooperative Extension & Outreach 2019 Annual Meeting

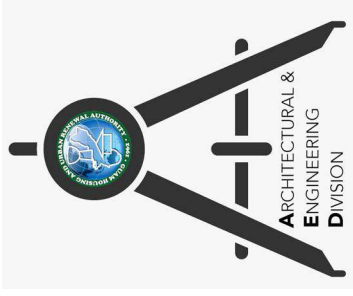
### Training

- 03/18/2019 – Hinémlo' Kumunidât: I Inásodda' Inachâki Put Râsa, InatdîtenBinenu, yan I CHini'otHinirasion
- 04/05/2019 – Autism Awareness
- 02/25/2019 – DPHSS 2019 Annual Medicare Training
- 08/11-14/2019 – 2019 National Service Coordinator Conference in Denver, CO
- 03/01/2019 – 25th Annual Guam Systems for Assistive Technology: Assistive Technology Conference
- 03/12-13/2020 – Social Work Leading Pathways Toward Social H.E.A.L.T.H.: Having Every Age Live and Think Healthier
- 08/13/2020 – Guam Systems for Assistive Technology: Creating Accessible Documents
- 09/01-03/2020 – 2020 American Association of Service Coordinators Virtual Conference

### American Association of Service Coordinators Webinars

- 02/22/2019 – Change Your Thinking, Change the World
- 02/28/2019 – Hearing Loss, Aging and Memory
- 03/07/2019 – Combat Conflict with Confidence: De-Escalation Techniques
- 03/14/2019 – Bedbug Infestations in Affordable Housing
- 03/22/2019 – Assessments in Service Coordination
- 04/04/2019 – Promising Approaches to Hoarding Issues in Senior Housing
- 04/11/2019 – Wasted: An Introduction to Substance Use Disorders
- 05/02/2019 – When Core Benefits Aren't Enough
- 05/09/2019 – Alzheimer's Disease and Related Dementias: Walking their Journey
- 05/17/2019 – Building Successful Relationships
- 05/23/2019 – Diagnosis Unknown: A Layman's Guide to Mental and Emotional Disorders
- 06/06/2019 – Ethics in Service Coordination: Identifying and Managing Ethical Situations
- 06/13/2019 – Supporting Behavioral Change through Motivational Interviewing
- 06/21/2019 – Double Jeopardy: The Complexity of Dual Diagnosis
- 06/27/2019 – Seniors Bullying Seniors: Recognizing and Curtailing Bullying Among Older Adults
- 07/25/2019 – Emotional Pinata: How to Beat the Difficult Personalities Before They Beat You
- 11/14/2019 – Reducing Fair Housing Claims by Providing Exceptional Customer Service
- 12/12/2019 – Connecting Generations in Senior Housing: Opportunities and Challenges
- 04/23/2020 – Enhancing Our Services for Persons with Intellectual and Developmental Disabilities
- 05/07/2020 – Perceptual Maturation: Cognitive Shifts and Reframes





# BOARD OF COMMISSIONERS

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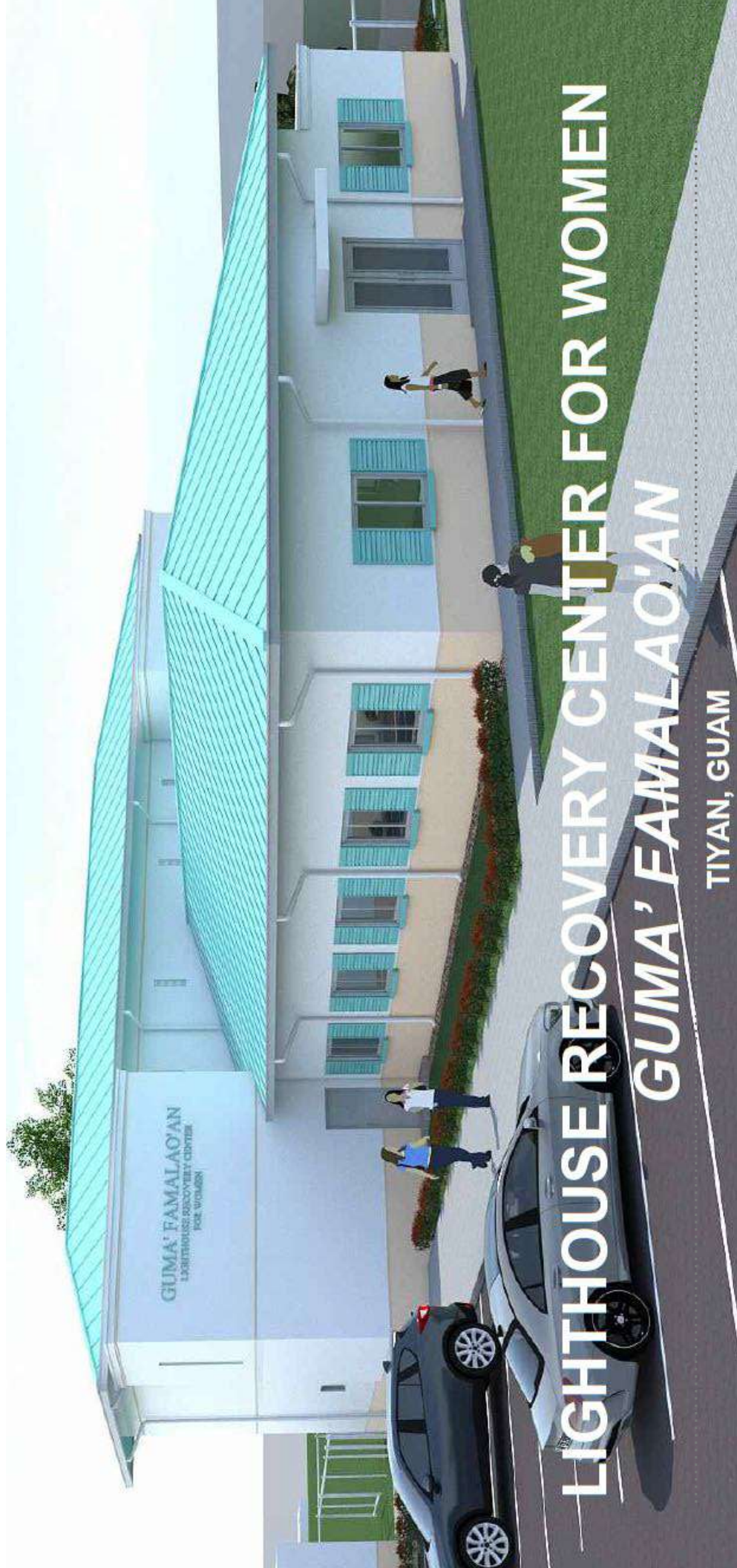
*February 12, 2021*  
*A/E Report*



*Sinajana Arts Center: Scheduled completion 10/2021*

*Completion Status @ 25%*





*Construction Permit at DPW for review - Inland Builders (Contractor)  
Anticipated performance bond award 02/12/21*



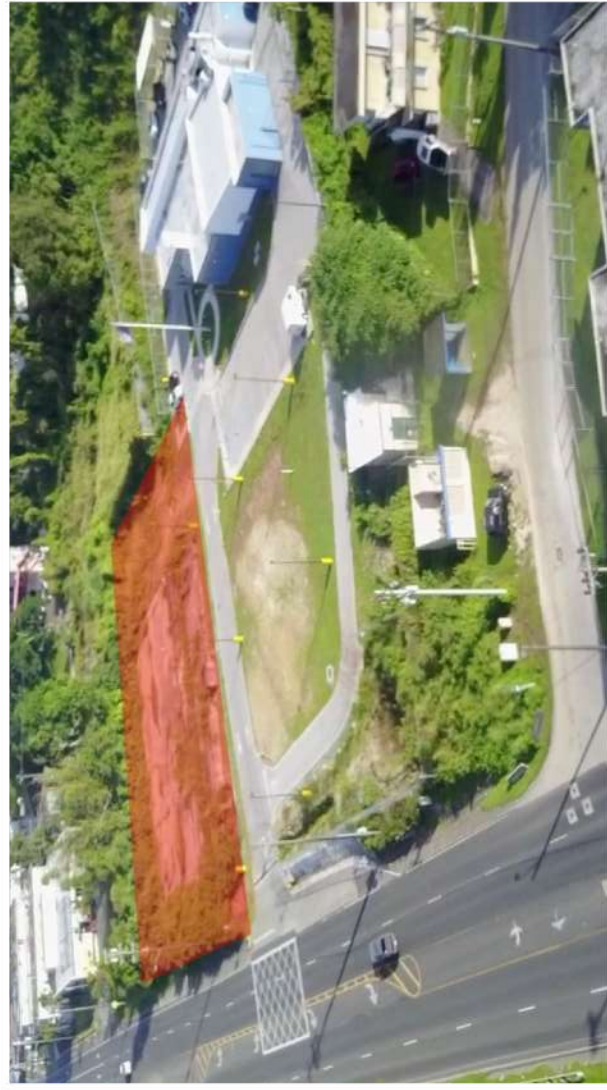


*Umatac Baseball Field - InfraTech (Contractor)*  
*Completion Status@ 60%*









## **REQUEST FOR PROPOSALS**

*Architectural/Engineering Design and Programming*

**Sinajana Dipattamenton Guåfi**

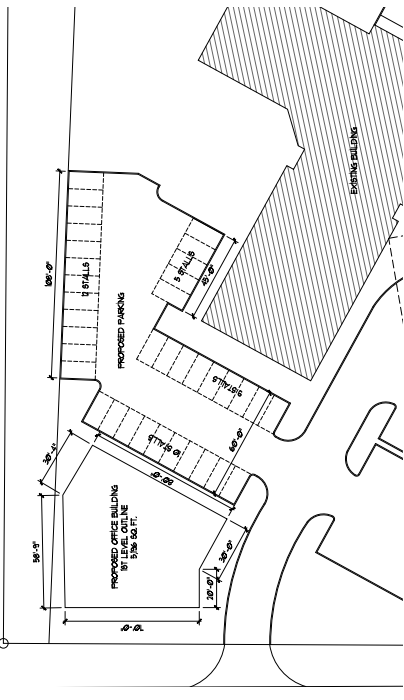
Sinajana Fire Station



*RFP for Design Services - Deadline to Submit Proposal 02/26/21. Additional e911 - GFD facility scope.*

*17 A/E firms attended virtual meeting while Seven (7) attended on-site visit*

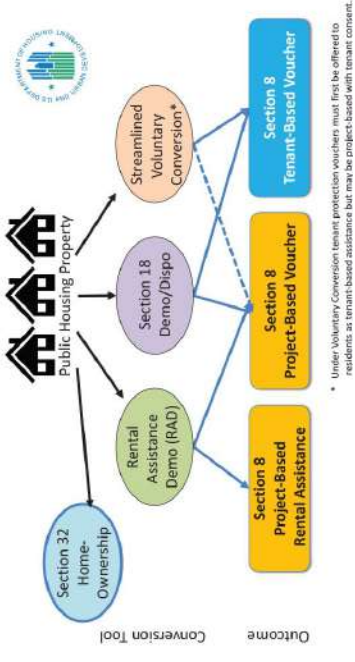




*Request for Technical Assistance to Design / Program Drug & Alcohol Building from GBHWC  
Project Budget @ \$6M*



## Public Housing Repositioning Options



*Talofofa Cottage Homes*

GT Solar PPA, Public Housing Repositioning (Ongoing Discussions with USDA), Talofofa Cottage Homes Renovation, GPD Precinct New Construction - Final location TBD, \$12M Section 108 - I-Learn

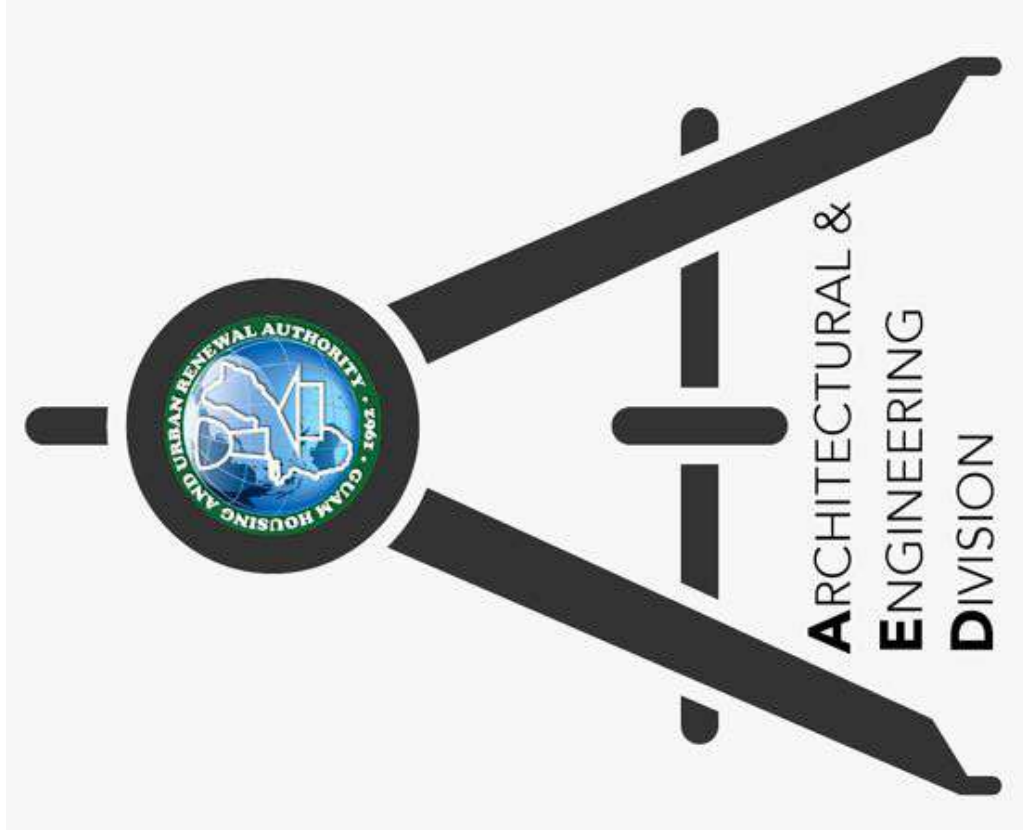




## RENOVATIONS AND CIPS

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- Public Bid:
  - Eight Units (8) Guma Trankilidat
  - Eleven Units (11) Various AMPs
  - Processing Additional Requests (5 units)
- Ongoing: (30 active)
  - AMP 1 - 4
  - AMP 2 - 7
  - AMP 3 - 4
  - AMP 4 - 15
- A/E Processing Four Properties for Affordable Homes Construction Projects
- Upcoming AMP Projects:
  - New Community Centers
  - Environmental Controls



## CREDITS

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- Andrew Manglona
- Robert Hess
- Alice James
- Mike Racuyal
- Sean Leon Guerrero
- Community Development Block Grant (CDBG) - Katherine Taitano
- Capital Fund Program (CFP)
- HOMES Program