AHENSIAN PRUTEKSION LINA'LA GUÅHAN
LOURDES A. LEON GUERRERO, GOVERNOR OF GUAM • JOSHUA F. TENORIO, LIEUTENANT GOVERNOR OF GUAM
WALTER S. LEON GUERRERO, ADMINISTRATOR

PERFORMANCE REVIEW – ADMINISTRATOR WALTER S. LEON GUERRERO

Pursuant to **5 GCA §43202**: the governing Boards for all agencies, instrumentalities, or entities shall issue performance reviews of the Chief Executive selected for that agency six (6) months after appointment of the said Chief Executive and every twelve (12) months thereafter that the Chief Executive is retained by the Governing Board. Each performance review shall document the Chief Executive's performance, accomplishments, and the respective Governing Board's reasons for retaining the said Chief Executive.

SECTION 1:

1A - REVIEW TYPE:	PERIOD:
☑ 6 Month ☐ 12 Month	From JANUARY 2019 To JUNE 2019

1B - BOARD OF DIRECTORS RECOMMENDATION TO RETAIN ADMINISTRATOR:	BOARD COMMENTS:
☑ Yes, recommended ☐ Yes, recommended with attached conditions ☐ No, not recommended	**The Board feels that the Administrator's performance has been outstanding. He has created a team atmosphere at the Agency and has improved the morale noticeably. The relationship with the regulated community, to include the military, has been vastly improved due to his policy of sharing information and complete transparency. The working relationship with USEPA has never been better as attested to by the USEPA Region 9 Pacific Islands Office. The Administrator's interaction with the Board has been extremely positive with excellent communications and the involvement of Board members in training and high level meetings with USEPA and the other government agencies. For these reasons and others listed in the body of the evaluation, the Board wholeheartedly votes to retain the Administrator in his current job.**

1D - ADMINISTRATOR'S REVIEW:	ADMINISTRATOR'S COMMENTS:
☑ Agree ☐ Disagree 08/15/2019 Administrator's Signature/Date	
1E - PERFORMANCE REVIEW ATTESTED BY:	**VICE CHAIRPERSON'S COMMENTS:**
Vice Chairperson's Signature/Date	
1F - BOARD CHAIRPERSON'S CERTIFICATION OF PERFORMANCE REVIEW:	**CHAIRPERSON'S COMMENTS:**
Robert A Pemon 9-15-19 Chairperson's Signature/Date	

SECTION 2:

ADMINISTRATOR'S PERFORMANCE STANDARDS (AS DETERMINED BY THE BOARD OF DIRECTORS)

Budget & Management	Agency Programs Administration	Policy & Strategic Planning
• Ensures adherence to local and federal funding conditions to the satisfaction of the Guam EPA Board of Directors • Ensures adherence to federal grant to the satisfaction of the Guam EPA Board of Directors • Ensures compliance with DOA personnel rules and regulations to the satisfaction of the Guam EPA Board of Directors • Ensures compliance with local and federal procurement guidelines • Ensures compliance with all local and federal reporting requirements to the satisfaction of the Guam EPA Board of Directors • Ensures adequate staffing and budget for the Agency to the satisfaction of the Guam EPA Board of Directors • Ensures review and preparation of reports and correspondence for the Agency as required by USEPA, inclusive of all quarterly operations and grant objectives review to the satisfaction of the Guam EPA Board of Directors	• Ensures timely development of the Agency Five Year Work Plan to the satisfaction of the Guam EPA Board of Directors • Ensures adherence to USEPA Five Year Work Plan to the satisfaction of the Guam EPA Board of Directors • Ensures adherence to duties listed in 10 GCA §45105 to the satisfaction of the Guam EPA Board of Directors • Ensures coordination with other local and federal government agencies, and the private sector to support and promote the regulatory responsibility of the Agency to the satisfaction of the Guam EPA Board of Directors • Ensures regulatory, compliance and enforcement, and permitting actions to the satisfaction of the Guam EPA Board of Directors	• Ensures adherence to 10 GCA §45102 the Agency Statement of Policy and Purpose, to the satisfaction of the Guam EPA Board of Directors • Ensures the administration of the Agency in all its activities subject only to such policies as may be adopted and such orders as may be issued by the Board, in accordance to 10 GCA §45104 to the satisfaction of the Guam EPA Board of Directors • Ensures the adherence to rule making procedures for Agency policies, in accordance to 10 GCA §45106 to the satisfaction of the Guam EPA Board of Directors • Ensures the establishment of policies, procedures and consolidated grant objectives by utilizing strategic planning to provide direction for the Agency to the satisfaction of the Guam EPA Board of Directors • Ensures the development of adequate Agency standard operating procedures to the satisfaction of the Guam EPA Board of Directors

SECTION 3

ADMINISTRATOR'S ACCOMPLISHMENTS
(AS DETERMINED BY THE ADMINISTRATOR, US EPA REGION 9 AND GUAM EPA BOARD OF DIRECTORS)

Budget & Management

• Improved GEPA financial and administrative management enough that US EPA removed special conditions related to high-risk status imposed in FY15 for FY19-23 grant.

• Guam EPA awarded $2,878,04 00 towards 100% cost share federal funding as a result of June 2018 application and five year work plan – with an overall federal funding value of $40,430,620 00 through September 2023

• Guam EPA awarded NOAA Marine Debris Removal Grant with anticipated funding level of $250,000

• Guam EPA awarded Brownfields Grant (section 128a) with anticipated funding level of $220,000 through 2022

• Guam EPA to receive $700,000 in financial assistance from USEPA Region IX On Scene Coordination Team to address abandoned derelict vessels in Guam's waters.

• Guam EPA to receive $200,000 in financial assistance from USEPA Region IX On Scene Coordination Team to address PCB contamination at the old Dededo Transfer Station.

• Developed MOA and Operations plan for the continued use of unexpended $1 3M Recycling Revolving Fund appropriation for Mayors Council of Guam use with the Islandwide Environmental Cleanup Program

• Hired Chief Engineer, a position vacant more than 8 years.

• Other Key personnel roles filled: legal counsel, two environmental health specialists, inspector and engineer supervisor

• Agency significantly increased transparency and adherence to local and federal reporting requirements to be posted online, relative to Guam Public Laws 25-06, 30-127, 31-233, 34-05 and 35-06

• Led Agency efforts to develop USEPA approved five year work plan

• Received zero deficiencies in FY2017 audit

• Received zero deficiencies in last two years of FY13-FY18 USEPA Consolidated Grant Closeout Review

Agency Programs Administration

• Led the Agency to develop and execute the island's first Herbicide Orange Sampling and Analysis plan

• Led the completion of the 90% design review of Layon Landfill Cell 3 – crucial in the decision to end the federal receivership over the island's solid waste operations, resulting in the execution of the Ordot Dump Post-Closure Facility Custodial Trust Agreement

• Influenced Army Corps of Engineers to invest several million dollars-worth of FUDS clean-up projects in Guam after a six-year absence

• Appointed Chairperson for the Land Based Source Pollution subcommittee meeting for the *Maga'håga's* Guam Coral Reef Resilience Strategy

• Established Agency Permit Department

• Appointed as a regulatory sub committee head on the Civil-Military Coordination Council

• Compliance and enforcement action increased

• Implementation of the island's only certified radon laboratory, with certified testing for regulated community forthcoming

• Improved responsiveness and participation with the Application Review Committee, Hagåtña Revitalization and Restoration Authority, Guam Nature Alliance, Islandwide Beautification Taskforce and *Ineinon Fuetsan Chamoru*

• Improved relationship with GWA

• Strengthened drinking water, air (radon), and green parcels programs

• Improved delivery of beach monitoring and water quality data to "best in Region 9" through W.A.L.T.E.R.S. system

• Received high marks from USEPA for mid year performance review of Agency Five Year Work Plan

• Performed Phase 1 Environmental Site Assessments at Oka Point, Old Goodwill Building and a Yigo lot that is slated to be the Guam Police Department's Northern Command Precinct and Crime Lab

• Took leadership on Tiyan PFAS liability with DOD, DOD has acknowledged contamination of Tiyan wells – percentage of liability to be calculated

Policy & Strategic Planning

• Leading efforts resulting in the Administrative Adjudication process for the promulgation of the rules and regulations for the Recycling Revolving Fund – rules and regulations approved to form by the AG, now in review as to policy by the *Maga'håga*

• Ensured efforts toward the successful passage of Guam Public Law 34-120, relative to Aboveground Storage of Regulated Substances

• Ensured efforts toward the successful passage of Guam Public Law 35-06, relative to the timely publication of all notices of violation, orders of compliance, notices of defense, voluntary compliance agreements and settlement agreements issued by the Agency

• Ensured efforts toward the successful passage of Guam Public Law 35-15, relative to the ultra low sulfur diesel standard

Policy & Strategic Planning (CONTINUED)
• Ensured efforts toward the successful passage of Guam Public Law 35-24, relative to the creation of a task force for used oil management • Successfully implemented amendments to the Guam Water Quality Standards Criteria as a federal requirement, via Administrative Adjudication • Ensures Agency's active participation in all legislature public hearings, informational briefings, oversight hearings and committee of the whole proceedings, as they relate to the Agency • Led efforts to plan PIEC conference

SECTION 4

BOARD OF DIRECTORS REVIEW OF ADMINISTRATOR'S PERFORMANCE

Budget & Management	Agency Programs Administration	Policy & Strategic Planning
Does the administrator perform budget and management duties at level of the standards set by the Board of Directors? ☑ Yes ☐ No	Does the administrator perform Agency program administration duties at level of the standards set by the Board of Directors? ☑ Yes ☐ No	Does the administrator perform policy and strategic planning at level of the standards set by the Board of Directors? ☑ Yes ☐ No
Comments	Comments	Comments
(SEE SECTION 1 B)	(SEE SECTION 1 B)	(SEE SECTION 1 B)

BOARD OF DIRECTORS REASONS FOR RETAINING THE ADMINISTRATOR

The decision to retain the administrator is based on the following (please check all that apply):

☑ The administrator has performed at the level of performance standards prescribed by the Board of Directors

☑ The administrator's accomplishments have met the expectations of the Board of Directors

☑ The Agency is performing its duties as prescribed by 10 GCA §45102

☑ The administrator performs other duties that are beneficial to the Agency that outside of the performance standards prescribed by the Board of Directors

☐ The Board of Directors recommends retaining the administrator, but with the following conditions:

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