



GUAM ENVIRONMENTAL PROTECTION AGENCY • AHENSIAN PRUTEKSIÓN LINA'LA' GUÅHAN
LOURDES A. LEON GUERRERO • GOVERNOR OF GUAM | JOSHUA F. TENORIO • LIEUTENANT GOVERNOR OF GUAM
MICHELLE C. R. LASTIMOZA • ADMINISTRATOR

**Guam Environmental Protection Agency
Board of Directors' Regular Meeting
Thursday, January 22, 2026**

MINUTES

I. **CALL TO ORDER:** Director Steven Carbullido called the Board of Director's meeting to order from the Guam EPA conference room at 4:10pm. Roll call certified by Acting Board Secretary, Arlene Acfalle, as follows:

II. **BOARD ATTENDANCE:**

Chairman Steven Carbullido	- Present – in person
Vice Chairman Steven Carrara	- Present –in person
Director Steven Hollister	- Present – In person
Director Fran Castro	- Not present
Director Cathleen Moore-Linn	- Present – In person
Director Heather Quitugua	- Present – Attending virtually from Hagatna

Quorum has been established

Guam EPA Staff: Michelle C.R. Lastimoza, Arlene Acfalle, Kristan Finney, Connie Afilleje, CAPT.

Elizabeth DeGrange, Malia Tom, and Peter Bautista. Margaret Aguilar and Juliana Mendoza

General Public: Frank San Nicolas (Guam Daily Post)

III. **APPROVAL OF AGENDA:** Director Hollister made a motion to approve the agenda, seconded by Director Quitugua. All voted in favor, zero (0) opposed and motion passes.

IV. **APPROVAL OF NOVEMBER 13, 2025 MEETING MINUTES:** Director Hollister made a motion to approve the November meeting minutes, seconded by Director Carrara. All in favor, zero (0) opposed and motion passes.

V. **BOARD DISCUSSION / ACTION:**

ADMINISTRATOR MICHELLE C.R. LASTIMOZA PERFORMANCE EVALUATION (EXECUTIVE SESSION)

BOARD MEETING BACK IN OPEN SESSION / DISCUSSION: On behalf of the Guam EPA Board of Directors, Director Moore-Linn commended Administrator Lastimoza for doing a good job on all of the task/workload in leading the agency and the community. Director Moore-Linn applauded and recognized the Administrator and the staff for all the work done this last year.



Chairman Carbullido advised the board discussed three items that they have comments on.

1. **Board would like to see the agency grow in staffing to meet the demands of the community. If this means the agency needs more funds, the board would like to see the agency request for local funding.**

Administrator Lastimoza advised there has been some discussion with US EPA, with nothing concrete, that they believe and anticipate mirroring the agency's budget and that the previous year budget will be reinstated. But until it is in black and white, we still don't have a funding source at the end of FY26 which is what the national budget eliminated. Administrator advised she spoke to Governor Leon Guerrero and requested to be considered as part of the general fund.

Administrator Lastimoza added that the agency is working on the USE Tax which the law allows Guam EPA to collect 20%. So if this comes to fruition it could mean a \$12Million budget for the agency annually. Administrator noted this has not been passed by the legislature just yet. Administrator summarized possible funding options to include General Fund, USE Tax, Federal Budget and Rules and Regulations to increase our fee structure. Administrator stated the agency still has about \$35Million in our accounts from the EC Grant and as previously discussed we will redirect those funds to cover salaries until we have a more stable and secure funding source.

Administrator Lastimoza stated in terms of additional staffing, the agency has put in a request for additional staffing through a grant with Guam Housing and Urban Development Authority (GHURA). The staff will be contracted out of GHURA and assigned to Guam EPA. Those positions include 5 inspectors, a couple of engineers and 5 administrative staff.

2. **Board would like to see the agency's buildings adequately maintained and supplied while the new building is being constructed. The board would like to see the agency request for local funding or propose changes in procedure.**

Administrator Lastimoza advised we work with Guam International Airport Authority (GIAA) with its Administration Building and Guam Ancestral Lands (GAL) for our Operations Building in terms of any repairs or upgrades that can be made.

Director Moore-Linn advised this is something the board would like approached to the Guam Legislature for some funding to spill into facilities to create a better working environment for the staff. Director Moore-Linn suggested making a list and a way to tackle the bare minimum and stated it may not be huge things but it will make a difference on how everyone feels when they come to work at the beginning of each day. Director Moore-Linn stated grant funding is reserved for certain things and sometimes not able to spend out of the category list but that is something the board would like to see improved.

3. **The Board would like to see the agency communicate more proactively with other government agencies and the public. The board would also like for the Public Information Officer (PIO) position to be filled.**

Administrator advised this has been duly noted.



Director Hollister asked Administrator Lastimoza what has been the biggest accomplishment and the biggest challenge this past year. Administrator stated along the lines of the comments that have been made, it would be getting the Request for Proposal (RFP) issued for our new buildings architectural and engineering (A&E) design. This has been one of the biggest things because procurement has been very slow and cumbersome but we got the notice to proceed for the A&E services.

In regards to the biggest challenge Administrator Lastimoza stated there are a few things that come to mind. One would be staffing, not only to be properly staffed but also concern about our aging workforce. Guam EPA is an agency divided by an aging workforce and new, straight out of college professionals. Bridging the gap and being able to transfer the institutional knowledge fast enough for these young professionals to meet the demand of this agency at the level we have now. Administrator added we may be losing about 30% of our professional staff by the end of the 2026. That is a big loss to the agency and being able to fill those positions has been difficult due to our wages are not competitive enough government wide compared to the private industry or Dept. of War (DOW).

Administrator Lastimoza added because we are a professional regulatory agency we have become a stepping stone for these young professionals and stated it is no secret that other companies see the talent and the training that they receive while employed at Guam EPA so they become "marketable". so Administrator stated keeping and recruiting that talent has been difficult because of the wage disparity between Government, private sector and DOW.

RECOMMENDATION TO RETAIN ADMINISTRATOR MICHELLE C.R. LASTIMOZA AS GUAM EPA ADMINISTRATOR - Director Moore-Linn made a motion to check box YES on 1B, check YES on all three columns of Section 4 and check the first 4 boxes on the last section with the discussed board recommendations, seconded by Director Carrara. Directors Carbullido, Carrara, Moore-Linn and Hollister voted in favor, Director Quitugua abstained and motion passes with a majority vote of the quorum.

REVISE DIELDRIN IAL REGULATIONS: CAPT. DeGrange, Guam EPA Senior Scientist Advisor, provided update of the Revise Dieldrin IAL. CAPT. advised that Guam EPA expects to finalize the responses to comments by tomorrow, with the risk assessment document scheduled for completion by next week.

Additionally, CAPT. DeGrange advised that the Office of the Attorney General (OAG) kicked back the Type 4 rules and regulations. CAPT. DeGrange advised the agency wanted to prioritize addressing these minor issues to ensure the documents are returned to the OAG as soon as possible.

ADMINISTRATOR'S REPORT

ADMINISTRATIVE:

Personnel:

- As of 01/09/2026: **53 FTEs** (Full-Time Equivalent)

DIVISION	PROGRAM	EMPLOYEES
Administration	EXECUTIVE	3



Administrative Services	ADMINISTRATIVE	6
Administration	PERMITTING	2
Air and Land	SOLID WASTE	4
Air and Land	HAZWASTE	3
Air & Land	AIR POLLUTION	2
Air & Land	DSMOA	2
Air and Land	GREEN PARCEL	3
Air and Land	PESTICIDES	2
Air and Land	RECYCLING	1
Water	CHIEF ENGINEER	1
Water	WATER POLLUTION	3
Water	SAFE DRINKING WATER	4
Water	WATER RESOURCES	2
Water	INSPECTORS	4
EMAS	LABORATORY	3
EMAS	MONITORING AND ANALYTICAL	5
EMAS	SENIOR SCIENCE ADVISOR	1
EMAS	NON-POINT SOURCE	2
TOTAL		53

Recruitment:

DIVISION / PROGRAM	POSITION	#	STATUS
ADMINISTRATION	PUBLIC INFORMATION OFFICER	1	Interviews completed
EMAS	ENVIRONMENTAL TECHNICIAN	1	Placed on continuous listing with DOA
WATER	ENGINEER I	0	Internal conversion of EHS positions
WATER/ AIR AND LAND	ENVIRONMENTAL HEALTH SPECIALIST I	4	Interviews complete

Agency Headquarters:

- **UPDATE:** Notice to Proceed (NTP) issued. A&E firm will have 6 months to provide a design for the new building

POLICY:

Public Hearing on Proposed Onsite Wastewater Treatment and Disposal System Regulations For Residential Septic Tank and Leaching System and Temporary Toilet Facilities

- 22 GAR 12 (Onsite Wastewater Treatment and Disposal System Regulations)
- Transmitted to OAG on December 4, 2025, currently reviewing their comments.



Oversight hearing on Dieldrin Contamination – 01/07/2026

- Updated Senator Lujan on the progress in Dieldrin mitigation, development and implementation of the revised Risk Assessment Document for the Interim Action Level for Dieldrin.

PROGRAMS/PROJECTS/PARTNERSHIPS:

GWA-GEPA Dieldrin Response

- Initiated a Guam EPA and USEPA Region IX sent a joint request letter to Joint Region Marianas for its cooperation in investigation the source of Dieldrin detected in Guam's drinking water well Y-15 in Yigo. Due to the proximity of Andersen Air Force Base to Yigo well Y-15, Guam EPA and USEPA requests JRM undertake an investigation of possible sources of Dieldrin at AAFB from associated past and present activities
 - Legal Basis: Federal Facility Agreement (CERCLA § 120) requires investigation/ remediation of contamination.
 - Potential source: Former AAFB housing units (1950s-60s), demolished 2016-2017. Soil studies (2022, 2024 NAVFAC reports) found Dieldrin exceedance in shallow soils

GEPA-DPHSS-ATSDR

- Initiated a Guam EPA, Guam Department of Public Health and Social Services and Agency for Toxic Substances and Disease Registry (ATSDR) partnership to conduct a public health assessment for Dieldrin, Chlordane, PFAS, and initiated formal request for ATSDR to conduct a formal public health assessment (PHA) on December 22, 2025 in partnership with Guam Department of Agriculture

Palisades NOV Landslide October 15, 2025

- On-going
 - Pre-hearing meeting held on 01/12/2026
 - Hearing scheduled for March 16 at 11am
 - GEPA issued a stop-work order to Palisades Estates, a housing development being built on the Maite cliffline on October 15, 2025.
 - A Notice of Violation and Order of Compliance (NOV/OC) was issued on October 31, 2025. Eight separate violations under the water pollution and soil erosion regulations, with fines up to \$1.7M.
 - After mitigations plans were submitted to properly address the stormwater management, Guam EPA lifted the stop-work order in order for the developer to finish and maintain the stormwater management system for the duration of construction, which will reduce the risk of another land slide.

DPW-GEPA MOA – Abandoned Vehicles

- Board Approval on 12/03/2025
 - Approval amount of TWO MILLION DOLLARS (\$2,000,000) to DPW from the RRF for the sole purpose of implementing the AJVRP to remove and dispose recyclable materials generated from abandoned and junk vehicles on public easements on Guam
 - MOA signed, pending submittal of paperwork to BBMR for processing



GEPA-USEPA

- Meeting with USEPA Deputy Regional Administrator tentatively scheduled for March 13, 2026, with Division Director meetings the following week

RRF Audit

- OPA auditing the Recycling Revolving Fund (RRF) (5591001-619-00 / 361962201)
- Ongoing
- Submitted expenditures for both the continuous and annual accounts for FY2017 to FY2025

Marianas Island Conservation Strategy

- Next meeting is scheduled for January 28th
 - Continued engagement with DOD, US Fish and Wildlife, and DOI focused on developing and promoting conservation and recovery initiatives for threatened, endangered, and at-risk species while promoting increased flexibility for military mission activities
 - Discussed proactive, innovative and collaborative approaches that enhance implementation of the Endangered Species Act, sustain and enhance the military mission, and achieve greater conservation outcomes for species

INSPECTION ACTIVITY – November 3, 2025 – January 9, 2026

DIVISION	PROGRAM	TYPE OF INSPECTION	# OF INSPECTIONS
AIR & LAND	DSMOA	Project Site	0
AIR & LAND	GREEN PARCELS	Project Site	3
AIR & LAND	HAZWASTE	Above Ground Storage Tanks	1
AIR & LAND	HAZWASTE	Underground Storage Tanks	1
AIR & LAND	PESTICIDES	Inspection & Investigation	2
AIR & LAND	SOLID WASTE	Paper Bag Outreach Complaints Litter Citations	0 99 0
AIR & LAND	SOLID WASTE	Building Permit Occupancy inspections Written Warning	61 36 5
WATER	INSPECTORS	Ocular, Septic & leaching, Grease trap inspections, complaints, H2, stormwater, compliance, UIC, Product / Irrigation wells and occupancy permits	128
WATER	SAFE DRINKING WATER	Lead Free Inspection	40
WATER	WATER RESOURCES	Underground Injection Production Well Inspections	128 0



EMAS	MONITORING	Aggregate Beach Monitoring Monitoring Inspection Complaint Analytical	0 0 0 0 0
TOTAL	504		

PERMIT ACTIVITY: November 3, 2025 – January 9, 2026

PERMIT TYPE	APPLICATIONS*	ISSUANCES**	HOLDS***
Building Permit Clearance	33	46	0
Clearing/Grading Clearance	10	12	0
Occupancy Clearance	32	25	1 (LFC)
Underground Injection Control Permit	4	4	0
H2B Clearance	18	21	0
Well Operating Permit	1	0	0
Well Abandonment Permit	1	0	0
Well Drilling Permit	7	10	0
Test Boring Permit	9	6	0
Application Review Committee Review	13	14	0
Aboveground Storage Tank (AST)	9	6	0
Underground Storage Tank (UST)	94	1	0
Solid Waste Management Permit	Not on WALTERS	1	0
Wastewater Collection Permit	Not on WALTERS	0	0
MILCON	16	6	0
Highway Encroachment	6	6	0
Burial at Sea	Not on WALTERS	1	0
Notice of Arrivals (Pesticides)	Not on WALTERS	304	0
Notice of Intent (Pesticides)	Not on WALTERS	32	0
Air Pollution	Not on WALTERS	0	0
TOTALS	253*	496**	1***

*Applications received between November 3, 2025 – January 9, 2026



****Includes approved permits and clearances granted to applications submitted prior to November 3, 2025.**

*****Includes permit and clearance holds applied to applications submitted prior to November 3, 2025.**

Administrator Lastimoza turned it over to Ms. Margaret Aguilar to provide update on their Integrated Report and Water Quality Standards (WQS).

Ms. Aguilar provided update on two programs that the agency will be implementing this year. One has to do with the integrated report that the Clean Water Act requires every two years and the second project is a tri-annual review. Ms. Aguilar added the agency will provide updates in the next few months and once the regulations are proposed for revision it will be presented to the Guam EPA Board for review and approval.

STATUS REPORTS/ ADMINISTRATIVE APPEALS

- Tutujan Holdings Guam LLC – Chairman Carbullido advised pre-hearing conference was held and Administrator Lastimoza noted next meeting is scheduled for March 16th. Chairman advised the hearing officer, Ms. Gillian, that the board will provide an update whether the board wants to hear the hearing or just the hearing officer.
- Licensing Decision for Mr. Charles Coffindaffer/ Challenge Testing Inc. – Chairman Carbullido updated this is also with the hearing officer and they also had a pre-hearing meeting.

NOTICE OF VIOLATION'S – Chairman Carbullido inquired on any new NOV's.

Mr. Peter Bautista, Guam EPA Chief Engineer, provided update on the Palisades NOV including details of a meeting between Guam EPA staff and Respondent representatives including legal counsels to discuss a possible resolution.

Mr. Bautista advised another NOV was issued to the same contractor, Mr. Bill Beery, with Tutujan for the construction project at the Stella Maris Condominium (seawall). Mr. Bautista updated that Guam EPA received numerous public complaints and noted they were issued three separate Stop Work Orders throughout the duration of the seawall construction. Mr. Bautista stated the agency is looking at three violations on 3 different regulations over a duration of months resulting to a \$700K penalty and noted the NOV was hand delivered today.

New Meeting Date/Adjournment: Next regular meeting was tentatively scheduled for February 19, 2026. VC Carrara made a motion to adjourn the meeting and seconded by Director Hollister. All in favor, zero (0) opposed, and regular meeting adjourned at 5pm.


Arlene M.S. Acfalle
Acting Board Secretary

