Guam Environmental Protection Agency
Board of Directors' Regular Meeting
Thursday, June 25, 2026
Meeting Minutes

I. CALL TO ORDER: Director Steven Carbullido called the Board of Director's meeting to order from the Guam EPA conference room at approximately 4:00pm. Roll call certified by Acting Board Secretary, Arlene Acfalle, as follows:

BOARD ATTENDANCE:

Chairman Steven Carbullido	- Present – in person
Vice Chairman Steven Carrara	- Present –Virtually calling from Tamuning
Director Fran Castro	- Present – in person
Director Cathleen Moore-Linn	- Present - Virtually calling from Ipan
Director Heather Quitugua	- Present – Virtually calling from Hagatna

Quorum has been established

Guam EPA Staff: Michelle CR Lastimoza, Glenn Leon Guerrero, Arlene Acfalle, Kristan Finney, Malia Tom, Peter Bautista, Juliana Mendoza, Nicole Diras, Elizabeth DeGrange, Connie Aflleje, Marissa Crisostomo

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

III. APPROVAL OF MAY 21, 2026 MEETING AND JUNE 9, 2026 CONTINUATION MEETING MINUTES: Director Castro made a motion to approve the minutes from the May 21, 2026 meeting and June 9, 2026 continuation meeting. Director Quitugua seconded the motion to approve the meeting minutes. Chairman Carbullido called for any discussion, none discussed. Chairman called all in favor, zero (0) opposed and motion passes.

IV. BOARD DISCUSSION / ACTION:

Standard Operating Procedure for Well Driller's Licensing Evaluation. The discussion focused on Guam EPA's efforts to formalize and clarify the licensure process for well drillers through newly developed Standard Operating Procedures (SOPs). This initiative was prompted by a hearing officer's order requiring a clear evaluation rubric, passing thresholds, and regulatory interpretations to guide licensure decisions, amid concerns of inconsistent prior agency practice. Atty Finney stated that in response to this order, we (GEPA) have developed the SOPs and as part of the SOP, there are also some policy statements with respect to the limited and unlimited well drillers license and also to the licensure requirements. She then deferred to Mr. Bautista to talk about substantive content of the SOP.

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Mr. Bautista stated that The Water Resources Development Operating Regulations served as the primary authority that was referenced in establishing the well driller license requirements, qualifications and testing procedures. Following an appeal concerning the denial of an unlimited well driller license, the agency identified inconsistencies in how limited and unlimited licenses had previously been evaluated and applied. Then new SOPs clarify that an unlimited license authorizes drilling and maintenance of operating wells in Guam, while a limited license authorizes maintenance of operating well systems but does not permit well drilling or core drilling for geotechnical investigations. The SOPs establish clear and consistent qualification requirements, including the required work experience, bonding and insurance capabilities, and familiarity with Guam laws and regulations. For an unlimited license, applicants generally must have at least five (5) years of continuous well drilling and construction experience under the direct supervision of an unlimited licensed driller in Guam. The SOPs also establish requirements for limited licenses, application fees, new and renewal application procedures, interview and evaluation processes, testing opportunities, and the issuance of licenses. Overall, the new SOP is intended to ensure that licensing decisions are clear, consistent, fair, and based on defined qualifications and evaluation criteria, while allowing applicants who do not fully meet the minimum experience requirements to demonstrate their competency through evaluation and testing.

Administrator Lastimoza added by saying that the agency developed four (4) simple interview tests containing approximately 80 questions in total. The proposed examination would randomly select 20 questions from the pool of 80 to ensure a fair and unbiased process. Each question would be scored using a defined rubric, with a 75% passing threshold. Oral question-and-answer responses would be evaluated on a 5, 3, or 1 point scale based on the applicant's level of accuracy, clarity, and confidence, while true/false and multiple-choice questions would be scored accordingly. The randomized oral examination is intended to provide a consistent, objective, and fair method for evaluating applicants' qualifications and competency for well driller licensure.

Director Castro expressed concern that the rubric for the testing is not really in the SOP and also if something can be added to differentiate between the Limited and Unlimited license.

Atty Finney explained that the regulations establish only a single Well Driller's License and do not distinguish between limited and unlimited classes of licensure. The agency's SOP therefore formalizes a long standing practice of issuing limited authorization to individuals who may not be fully qualified to perform drilling but can maintain and service existing wells. This limited capacity is necessary to ensure sufficient personnel to maintain critical well systems, particularly following emergencies or typhoons when the number of fully qualified unlimited drillers may be insufficient. The SOP provides a practical interim framework for evaluating and qualifying these individuals while maintaining appropriate oversight. Because the existing regulations do not establish separate license classes, the same licensing fees apply to both limited and unlimited licenses. The agency may consider formally amending the regulations in the future to establish distinct license classifications and fees.

Legislative approval would be needed to formalize any type of amendments to the existing regulations. In the interim, Guam EPA will revise and clarify the SOP to resolve ambiguities around experience equivalency, maintain due process, and ensure consistent licensing practice.

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The dialogue revealed tensions between applying regulatory strictness (ensuring only qualified individuals drill wells) and operational flexibility (allowing more workers for maintenance roles). This balance is critical due to concerns about the scarcity of unlimited license holders in Guam, which impacts infrastructure resilience.

Administrator Lastimoza stated that the agency will include: Incorporating the scoring rubric, clearly defining what constitutes "equivalent experience" with a structured evaluation framework and proof of work experience and/or education (i.e. certification).

With a deadline approaching in approximately 30 days, the agency plans to present the revised SOP at the next board meeting for approval. This proactive stance aims to meet legal requirements while establishing a transparent, consistent licensing process that supports Guam's water resources protection and industry needs.

Chairman Carbullido asked if everyone wanted to continue this discussion in a future meeting stating that Director Castro and Administrator Lastimoza favored a continuance regarding this matter. Chairman Carbullido proposed a continuance meeting on July 16, 2026 and all agreed.

Administrator Lastimoza then requested if Deputy Director Linda Ibanez could proceed next (6.A.2-Abandoned Vehicle Cleanup Program by DPW) before continuing with the agenda as she has another scheduled conflict. Chairman Carbullido agreed.

VI. STATUS REPORTS:

a. **Abandoned Vehicle Cleanup Program by DPW.** Deputy Director Ibanez proceeded with her status report stating that the AG gave approval 2 (two) weeks ago and that they should be preparing the draft bid documents, the timelines, and advertisements. Stating that hopefully in 30 days they'll get the bid documents out and make an award on the 60th day if everything goes well without a protest. Administrator Lastimoza requested a copy of the IFB for the board to see the scope. Deputy Director Ibanez acknowledged and stated she will email it the next day.

IV. BOARD DISCUSSION / ACTION:

b. **Tutujan Holdings Guam LLC (Palisades vs. Guam EPA)**. The board members had a discussion on whether or not they should attend the hearing. Chairman Carbullido then pulled up the law which states, if a contested case is heard before an agency, which is the board, the hearing officer who presided at the hearing shall be present during the consideration of the case and if requested shall assist and advise the agency or the board. Where a contested case is heard before an agency or the board, any member who did not hear the evidence shall not vote in the decision. Board members continued to discuss having the hearing officer hear the case alone so that all Directors can review the proposed decision and case a vote. Director Castro then made a motion for the Tutujan Holdings Guam Hearing vs Guam EPA that they will leave it up to the hearing officer to hear the case alone. Director Moore-Linn seconded the motion and the board unanimously passed the motion. This decision aims to avoid complications with open government laws and to address quorum limitations due to scheduling constraints, with the hearing expected to take place in July.

VI. STATUS REPORTS:

c. **Notice of Violations.** Chairman asked if there was anything to note since the past meeting; Ms. Acfalle stated no new NOVs were issued since the last meeting.

a. **Recycling Revolving Fund.**

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1. OPA Audit. Chairman asked for an update on the audit. The board discussed an audit report regarding the Mayors' Council of Guam (MCOG) spending and the reported lack of consistent documentation for board-approved expenditure plans. Management clarified that the documentation does exist, but its format varied over a three-year period (e.g., using resolutions in some instances), which the auditors flagged as an inconsistency rather than an absence of approval. The board stated that the Administrator should have discussed her response letter with the board before submitting it as the letter discussed supposed actions related to the board that were incorrect or had incomplete statements. Moving forward, the Administrator stated she will bring up her draft letters that discuss the board's actions to the board for review to its accuracy. The Administrator ended with saying that the response was an operational response to the discrepancies.

b. **Administrative Appeals (1, 2, 3, & 4).** Chairman asked if these still needed to be on the agenda. Secretary Acfalle responded no and they will be removed.

Director Moore-Linn's connection had dropped and quorum was lost. Secretary Acfalle stated that there was nothing else that would require board action.

V. ADMINISTRATOR'S REPORT – Provided by Administrator Lastimoza

Chairman stated that they had the Administrator's report and that they can read it over and asked if there was anything important to note.

Administrator Lastimoza said there are 2 things. 1. 60% design review for the new building is on-going. We're close to the 60% design review approval. 2. The proposed on-site wastewater treatment, the type 4 system. GEPA argued that the regulations are approved as of June 12th because 10GCA Chapter 45 says so. She continued to say that she had called the Vice Speaker's office and they're saying that they have not transmitted the rules to the compiler and that makes her reluctant to have the staff start issuing the Type 4 approvals/rejections if the legislature hasn't officially rejected it or approved it on their end. She believes that they are under the impression that its 90 days which would be on July 27th and we (GEPA) assert that they were approved June 12th. There has been no action, so our law says, notwithstanding the other rles or regs or law, it defaulted on June 12th, but they have not transmitted it because is hasn't cleared the committee..

ADMINISTRATIVE:

Personnel:

- As of 06/24/2026: **55 FTEs** (Full-Time Equivalent)

DIVISION	PROGRAM	EMPLOYEES
Administration	EXECUTIVE	1
Administration	LEGAL	1
Administration	PERMITTING	3
Administration	IT	2
Administrative Services	ADMINISTRATIVE	6
Air and Land	SOLID WASTE	4
Air and Land	HAZWASTE	3
Air and Land	AIR POLLUTION	2
Air and Land	DSMOA	2
Air and Land	GREEN PARCEL	2
Air and Land	PESTICIDES	3
Air and Land	RECYCLING	1

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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	**55**

Recruitment:

DIVISION / PROGRAM	POSITION	#	STATUS
WATER/ AIR AND LAND	ENVIRONMENTAL TECHNICIAN	1	Placed on continuous listing with DOA
EMAS	ENVIRONMENTAL HEALTH SPECIALIST I	2	Continuous listing. Waiting on supplemental list from DOA.
ASD	ADMINISTRATIVE ASSISTANT	1	Selection made – Marissa Crisostomo
AIR & LAND	AIR & LAND DIVISION ADMINISTRATOR	1	Pending DOA announcement
ASD	MANAGEMENT ANALYST IV	1	Pending DOA announcement
ASD	COMPUTER TECHNICIAN	1	Pending DOA announcement
WATER	ENGINEER 1	2	GHURA CDBG-DR GRANT – Selection made
AIR & LAND	ENVIRONMENTAL HEALTH SPECIALIST I	2	GHURA CDBG-DR GRANT – Selection made
ASD	PROGRAM COORDINATOR II	2	GHURA CDBG-DR GRANT – Selection made
WATER	PROGRAM COORDINATOR I	1	GHURA CDBG-DR GRANT June 29th
ASD	CUSTOMER SERVICE REPRESENTATIVES	2	Frances Quitugua & Delilah Abrazado

Agency Headquarters:

- **UPDATE**: Ongoing discussions with Kunimoto Designs. A&E firm will have 6 months to provide a design for the new building
  - 60% design review completed
- Tires
  - Two Million tires
  - IFB for removal and disposal $4M approved by USEPA
  - IFB will be submitted by March 27, 2026
    - Contract for removing and disposing of used tires and scrap metal, including mobilization, equipment, labor, processing, site certification, and handling recovered materials for off-island shipment. Location: L10122-14NEW-R1, Guam, Estate No. 86370, Batulo St. Dededo.
    - Waiting on response from GSA

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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)
- Currently with the Legislature for review
  - 45 days – June 12, 2026
  - 90 days – July 27, 2026
  - Public Hearing May 29 at 8:45am
  - Followed up with Vice-Speaker's Office. R&R have not been transmitted to Compiler of Law

PROGRAMS/PROJECTS/PARTNERSHIPS:

NATIONAL WETLAND CONDITION ASSESSMENT (NWCA)

- Collaborative national survey by the EPA and partners to monitor the ecological health of U.S. wetlands.
- Evaluates chemical, physical, and biological integrity, focusing on vegetation, soils, hydrology, and water quality to determine national/regional conditions and identify key stressors.
  - Botanist RFP has be reposted.
  - Ongoing

EPA R9 FOR PFAS AND PESTICIDE SAMPLING PROJECT

- USEPA R9 and USEPA HQ were on Guam to conduct PFAS and Pesticides sampling.
  - Focus on investigating potential sources for known contaminated drinking water wells (such as A-13, A-30, Y-15, M-4, and D-17), including source locations (e.g. near Agaña Shopping Center, landfills, wastewater treatment plants, fire training areas) and upstream and downstream of the affected wells.
  - Legal Basis: Federal Facility Agreement (CERCLA § 120) requires investigation/remediation of contamination.
    - Potential source: Former AAFB housing units (1950s-60s), demolished 2016-17. Soil Studies (2022, 2024 NAVFAC reports) found dieldrin exceedances in shallow soils.
- Results will be available after 70 days, sometime in August 2026

GHURA Technical Assistance Workshop for Community Development Block Grant-Disaster Relief (CDBG-DR)

- On-going
- CDBG-DR grant
  - GEPA requested for Engineers, EHS I, Planner I & II, customer service representatives
    - Two Customer Service Representatives have started
    - Engineers (2), EHS I (2), Planner II (2) have been selected
    - Pending selection of Planner I (1)
  - Guam EPA project proposal for consideration. Ongoing ○ Hardened space for a disaster debris transition site on the Dededo site

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INSPECTION ACTIVITY – MAY 11, THROUGH JUNE 12, 2026

DIVISION	PROGRAM	TYPE OF INSPECTION	# OF INSPECTIONS
AIR & LAND	AIR POLLUTION	Dust Control Generator	0 0
AIR & LAND	GREEN PARCELS	Project Site	6
AIR & LAND	SOLID WASTE	Building Permit Occupancy inspections Complaints Litter Citations Written Warning Court Hearing	83 23 82 18 8 2
WATER	INSPECTORS / WPC	Ocular, Septic & leaching, Grease trap inspections, complaints, H2, storm water, compliance, UIC, Product / Irrigation wells and occupancy permits	84
WATER	SAFE DRINKING WATER	Lead Free Inspection	3
WATER	WATER RESOURCES	Well Inspections	5 (UIC)
EMAS	MONITORING	Sampling	1
TOTAL	**316**		

PERMIT ACTIVITY: MAY 11, THROUGH JUNE 12, 2026

PERMIT TYPE	APPLICATIONS*	ISSUANCES**	HOLDS***
Building Permit Clearance	43	43	2
Clearing/Grading Clearance	11	9	0
Occupancy Clearance	24	20	0
Underground Injection Control Permit	4	4	0
H2B Clearance	22	18	0
Well Drillers License	1	0	0

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Well Operating Permit	1	0	0
Test Boring Permit	7	17	0
Aboveground Storage Tank (AST)	Not on WALTERS	52	0
Underground Storage Tank (UST)	Not on WALTERS	3	0
Solid Waste Management Permit	1	2	0
Wastewater Disposal Permit	3	3	0
Wastewater Collection Permit	Not on WALTERS	0	0
MILCON	3	2	0
Highway Encroachment	1	3	0
214Notice of Arrivals (Pesticides)	Not on WALTERS	330	0
Notice of Intent (Pesticides)	Not on WALTERS	49	0
Air Pollution	Not on WALTERS	1	0
Burial at Sea (EMAS)	1	1	0
TOTALS	**122***	**557****	**2*****

***Applications received between May 11, 2026 – June 12, 2026**
****Includes approved permits and clearances granted to applications submitted prior to May 11, 2026.**
*****Includes permit and clearance holds applied to applications submitted prior to May 11, 2026**

Chairman opened it up questions or comments.

Administrator Lastimoza introduced Marissa Crisostomo as the new temporary Board Secretary until they are able to find someone to fill the position due to Ms. Acfalle will be moving to the Pesticides Program.

CONTINUATION MEETING: All agreed to have a continuation meeting on July 9, 2026 to discuss and approve the Well Driller's License SOP.

CONTINUATION MEETING – JULY 31, 2026

The Guam EPA Board convened a continuation meeting to discuss the standard operating procedure (SOP) for Well Drillers Licensing, focusing on the qualification criteria for limited license drillers. Current Guam regulations only addresses unlimited well driller licensure, and the SOP attempts to establish a limited well driller license category primarily for the maintenance of water systems/wells.

Administrator Lastimoza and Mr. Bautista noted that while the SOP acts as a living document to address immediate workforce needs, any changes to the regulations will require legislative approval.

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Director Quitugua raises a concern that the document allows applicants to qualify based on "equivalent experience acceptable to the Guam EPA Administrator" but does not define what constitutes equivalent experience or how it will be evaluated. While the interview and oral examination assess an applicant's competence, they do not establish the criteria for determining whether an applicant's experience is equivalent and the lack of clear standards could lead to inconsistent decisions across different administrators over time and expose the agency to challenges from applicants who perceive unequal treatment. She recommended including at least a basic framework or guiding criteria for evaluating equivalent experience to ensure consistency, transparency, and fairness.

The Board talked about defining parameters or bullet points outlining acceptable equivalent experience to guide consistent decision-making across different administrators and prevent claims of unequal treatment. Mr. Bautista proposed three (3) preliminary criteria for equivalent experience:

1. Past or current employment with the Guam Waterworks Authority (GWA) or an off-island water utility within the area of water resources.
2. Experience working for a Public Water System (PWS) outside of GWA, such as military utility operations (Navy, Air Force, Camp Blaz, or Naval Hospital).
3. Documented past or current work experience in drilling activities with a private company.

Director Castro made a motion to approve the SOP subject the discussed edits and the bullets that were going to be incorporated. Those would be, 1. To have a past, current, past or current employed under GWA and a PWS system, 2. Working for PWS operations, military and 3. Documented work experience. Director Moore-Linn seconded the motion. Chairman Carbullido asked for any further discussion and none responded. Chairman Carbullido then asked, all in favor? The board unanimously agreed with the motion to pass the revised Well Drillers Licensing Evaluation SOP, subject to the inclusion of the three experience criteria.

Director Castro asked about the status of printing and updates to the Guam EPA website. Ms. Aflleje responded that the website is updated but maintenance relies on securing a contractor purchase order, with current printing still done via personal printers due to protests affecting service contracts.

The meeting was adjourned following no further comments or questions, with the next meeting scheduled for August 27, 2026.

NEW MEETING DATE/ADJOURNMENT: Next regular meeting is tentatively scheduled for August 27, 2026. Director Castro made a motion to adjourn the meeting and seconded by Vice Chairman Carrara. All in favor, zero (0) opposed, and regular meeting adjourned at 4:25pm.

Marissa Crisostomo

Marissa R. Crisostomo
Acting Board Secretary

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