



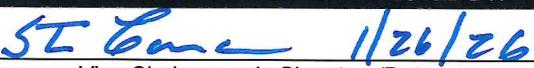
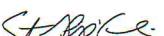
GUAM ENVIRONMENTAL PROTECTION AGENCY • AHENSIAN PRUTEKSIÓN LINA'LÁ GUÁHAN

LOURDES A. LEON GUERRERO • GOVERNOR OF GUAM | JOSHUA F. TENORIO • LIEUTENANT GOVERNOR OF GUAM
MICHELLE C. R. LASTIMOZA • ADMINISTRATOR

PERFORMANCE REVIEW – ADMINISTRATOR MICHELLE C.R. LASTIMOZA

Pursuant to 5 GCA § 43202, governing Boards for all agencies, instrumentalities, or entities shall issue performance reviews of the Chief Executive selected for that agency six months after appointment of the said Chief Executive and every twelve 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:
<input type="checkbox"/> 6 Month <input checked="" type="checkbox"/> 12 Month		<i>From: JANUARY 2025 To: DECEMBER 2025</i>
1B - GUAM EPA BOARD OF DIRECTORS RECOMMENDATION TO RETAIN ADMINISTRATOR:		1C: BOARD COMMENTS
<input checked="" type="checkbox"/> Yes, recommended <input type="checkbox"/> Yes, recommended with attached conditions <input type="checkbox"/> No, not recommended		
1D - ADMINISTRATOR'S REVIEW:		ADMINISTRATOR'S COMMENTS:
<input checked="" type="checkbox"/> Agree <input type="checkbox"/> Disagree		
Administrator's Signature/Date		
1E - PERFORMANCE REVIEW ATTESTED BY:		VICE CHAIRPERSON'S COMMENTS:
 1/26/26 Vice Chairperson's Signature/Date		
1F - BOARD CHAIRPERSON'S CERTIFICATION:		CHAIRPERSON'S COMMENTS:
 Digitally signed by Steven Carbullido Date: 2025.01.23 15:03:15+10'00' Chairperson's Signature/Date		

SECTION 2

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

Budget & Management

- Ensures adherence to local and federal funding conditions to the satisfaction of the Guam EPA Board of Directors
- Ensures adherence to EPA Consolidated grant conditions to the satisfaction of the Guam EPA Board of Directors
- Ensures compliance with the Department of Administration's personnel rules and regulations to the satisfaction of the Guam EPA Board of Directors
- Ensures compliance with local and federal procurement guidelines

Agency Program Administration

- Ensures timely development of the Agency Five Year Work Plan to the satisfaction of the Guam EPA Board of Directors
- Ensures adherence to EPA 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

Policy & Strategic Planning

- 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, pursuant to 10 GCA § 45104 and to the satisfaction of the Guam EPA Board of Directors
- Ensures the adherence to rule making procedures for Agency policies, in accordance with 10 GCA § 45106 to the



<ul style="list-style-type: none"> 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 	<ul style="list-style-type: none"> Promote the regulatory responsibility of the Agency to the satisfaction of the Guam EPA Board of Directors Ensures the Agency's regulatory, compliance and enforcement, and permitting activities are to the satisfaction of the Guam EPA Board of Directors 	<ul style="list-style-type: none"> 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
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SECTION 3

ADMINISTRATOR'S ACCOMPLISHMENTS

Budget & Management

- Led Agency efforts to accomplish USEPA approved five year work plan for the latest grant cycle award for FY24–28.
- Led efforts to issue a Request for Proposal (RFP) for the architectural and engineering services for the proposed Guam Environmental Resource Center (GERC) –Official Notice to Proceed issued Jan 2026
- Continues efforts to leverage federal technical and financial resources to remediate the agency's property for the GERC - inclusive of treating and disposing of waste contaminated with lead and heavy metals, polychlorinated biphenyls (PCB), pesticides, petroleum hydrocarbons, Approximately \$16M in federal funds were leveraged.
- Led administrative efforts for FEMA reimbursement for debris removal, asset recovery and continuous efforts for force labor accounts. Approximately \$300k
- Continues to fulfill role as regulatory subcommittee head on the Civil-Military Coordination Council and has worked to ensure that DoD-liaisons be issued to Guam EPA for assistance with permit reviews for military construction projects.
- Led efforts to recruit a Chief Engineer, Public Information Officer, chemists, inspectors and environmental health specialists
- Led efforts to hire legal counsel specifically for the Agency
- Continue to work with local and federal partners regarding both local and national budget affecting Agency funding

Agency Programs Administration

- Successfully fulfills the duties of the Administrator and represents the agency in external committees authorized by governor's executive, Guam public law or memorandums of understanding and agreements to support Guam's environmental regulatory framework order as a member of:
 - Attaining Housing Commission
 - Guam Hazard Mitigation Advisory Committee
 - Guam Aquaculture Advisory Board
 - Medical Cannabis Regulation Commission
 - Civil-Military Coordination Council
 - 2050 Guahan Sustainability Planning Committee
 - Guam Silver Jackets
 - Guam Zero Waste Working Group
 - Guam Green Growth Steering Committee
 - Guam Climate Change Resilience Program
 - Mariana Islands Area Contingency Plan Committee
 - Oceania Regional Response Team
 - Guam Watershed Planning Committee
 - Pacific Island Regional Recycling Initiative Council
 - School Opening Readiness Team
 - Island Beautification Task Force
 - Guam Intergovernmental Renewable Energy Task Force

- Led efforts in the approval of the MOA with DPW's Abandoned and Junk Vehicle Removal Program funding with oversight on \$2M.
- Ensures Agency continues receiving high marks from USEPA for end-of-year performance review of Agency Five Year Work Plan.



- Led efforts toward the approval of Guam's State Implementation Plan (SIP). The Guam EPA Air Pollution Control Program's monitoring, technical oversight, and regulatory work led to a major Clean Air Act milestone in 2025, when the USEPA confirmed that the Piti-Cabrus area is in attainment for the 2010 Sulfur Dioxide (SO₂) National Ambient Air Quality Standard (NAAQS). Based on this attainment, USEPA issued a Clean Data Determination, lifting federal sanctions and suspending several SIP planning requirements. This achievement highlights Guam EPA's long-term commitment to meeting NAAQS, protection public health, and ensuring clean, health air for the community
 - As a result of this work, previous Department of Transportation restrictions have been lifted, allowing infrastructure projects near the Port valued at nearly \$1M to proceed.
- Ensure Agency participation in regional and international events hosted by: American Water Works Association, the Guam Industry Forum and the Guam Contractor's Association.
- Ensure Agency participation in US District Court proceedings regarding the Ordot Consent Decree. The first consent decree approved by the federal court on 9/25/2023 obligated the US to pay Guam \$48.9M. A second judgement, in October 2024, of an additional \$15M was issued to fully settle a long-running dispute over the costs incurred by Guam for the cleanup and shutdown of the Ordot dump.
- Led efforts in two child lead poisoning cases in FY 2025. Guam EPA worked closely with GWA and DPHSS by investigating these cases and collecting and analyzing water samples for lead contamination.
- Led efforts towards USEPA approval of Clean Water Act Total Maximum Daily Loads (TMDL) for Chlordane and Dieldrin in Tumon Bay. These TMDLs describe the applicable water quality standards and source of chlordane and dieldrin that cause water quality impairments, set appropriate numeric targets, and provide reasonable load and waste load allocations to protect the designated uses in Tumon Bay.
- Implemented the Interim Action Level (IAL) for dieldrin
 - On August 1, 2025, Guam EPA effectuated compliance requirements for the IALs: 0.2 ppb for long-term cancer risk; and 0.5 ppb for short-term, non-cancer health advisory concentration.
 - Implementation of the IAL ultimately resulted in the installation of effective treatment 6-12 months earlier than previously projected by GWA, thereby providing safe drinking water to over 1100 residents, and pushing up the installation of additional systems, further protecting drinking water supply
 - Revised Risk Assessment Document
- 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
- 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.
- Led effort for Guam EPA's SWIFR (Solid Waste Infrastructure for Recycling) grant program, funded by USEPA (under the Save Our Seas 2.0 Act – Infrastructure Investment and Jobs Act) is actively supporting Guam's circular economy goals in 2025 through initiatives like composting workshops, aiming for zero waste. Key activities focus on improving post-consumer materials management across all villages through projects like "Composting in Every Village" with Guahan Sustainable Culture, offering training, incentives, and support for household food waste diversion, advancing sustainable materials management, and improving recycling infrastructure in line with the National Recycling Strategy. Over 400 households have received training.
- USEPA Chemical Round Up: At the request of GEPA, USEPA conducted a removal site evaluation to assess, characterize and inventory potential areas of known waste chemical accumulation areas. Each location contains numerous chemical waste containers, in varying conditions and locations. Many locations have incompatible wastes stored together, mixed/uncategorized waste streams, improper storage conditions, and/or unsecured locations. These malpractices, along with restrictive disposal options on island, have created chemical waste accumulations that pose a threat to both public health and the environment.
 - Sites include:
 - Academy of Our Lady of Guam
 - St. John's High School
 - Notre Dame High School
 - Southern High School
 - Guam Community College
 - UOG Yigo Research and Education Center
 - UOG Department of Natural Sciences
 - UOG Division of Agriculture and Life Sciences
 - UOG Marine Sciences Lab
 - UOG Water and Environmental Research Institute
 - Guam Waterworks Authority, Tumon
 - Guam Waterworks Authority, Dededo
 - Known hazardous substances on the property include:



- caustics
- acids
- oxidizers
- elemental mercury
- flammables
- toxics

Policy & Strategic Planning

- Ensured 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 in order to ensure the island's best environmental interests are observed, which include:

- PFAS and dieldrin and the state of Guam's Northern Lens Aquifer
- Abandoned vehicles
- Deep Sea Mining

Written, oral and fiscal comments were produced and transmitted for legislation relative to:

- the Guam Toilet Facilities and Sewage Disposal Act
- recruitment of attorney for legal services for the agency
- the Environmental Trust Fund
- the Use Tax
- streamlining the zoning law for affordable housing
- use of third-party assistance in permit application reviews

- Led Agency efforts to draft and submit final comments relative to DoD's issuance of the Final Environmental Impact Statement for an Enhanced Integrated Air and Missile Defense System on Guam.

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 the level of the standards set by the Guam EPA Board of Directors?	Does the administrator perform Agency program administration duties at the level of the standards set by the Guam EPA Board of Directors?	Does the administrator perform policy and strategic planning at the level of the standards set by the Guam EPA Board of Directors?
<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Comments:	Comments:	Comments:
1. Board would like to see 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 local funding. 2. Board would like to see the agency's buildings adequately maintained and supplied while the new building is being designed/constructed. If this means the agency needs more funds or change in procedures, the board would like to see the agency request for local funding or propose changes in procedures.	3. Board would like to see agency communicate proactively more with other government agencies and the public. Board would like for the Public Information Officer position to be filled.	

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 in accordance with 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:



