



## ANTONIO B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM

### REQUEST FOR RECRUITMENT ABOVE DESIGNATED IMPLEMENTATION RANGE

#### Purpose

Management respectfully requests the GIAA Board to consider and approve a recruitment above designated implementation range for applicant Juan S.A. Reyes to the position of Air Terminal Manager because of his exceptional qualifications.

#### Justification

The Airport is able to recruit above the designated implementation range for exceptional qualifications, including above Step 10, pursuant to 4 GCA, §6205.2(a), which exempts the Airport, as an agency whose governing board has exclusive authority over compensation, from 4 GCA §6205 and Rule 4.000, GIAA Rules and Regulations for Aviation-Related Positions Unique to the Airport Operations and Certified, Technical and Professional Employees (CTP Rules).

Exceptional Qualifications: Mr. Reyes possesses over 32 years of relevant work experience in airport operations and management.

**General Manager - Project Management, Inc.** Mr. Reyes provides contractual airport technical assistance as it relates to regulatory compliance in accordance with CFR Part 139 and International Civil Aviation Organization (ICAO) Annex throughout eighteen (18) airports in the western pacific region. He evaluates airport programs that include Airside/Landside Operations, Aircraft Rescue Firefighting, Airport Safety Management Systems, Airport Improvement, Airport Certification, Airport Compliance with Grant Assurances, Airport Data and Airport Land Use. He is a contract instructor with the Pacific Regional Training Center, CNMI, Saipan, responsible for providing FAR Part 139 and ICAO Annex 14 technical curriculum for airports to maintain regulatory compliance in an effort for operators to provide for a safe airport operating environment which includes the airfield, terminal facilities and associated equipment.

**Airport Certification Inspector - Federal Aviation Administration (FAA).** Mr. Reyes was responsible for 14 CFR Part 139 compliance for the Federal Aviation Administration (FAA) Office of Airports (ARP), Western Pacific Region. He served as a regional subject expert in the area of airport certification and safety overseeing sixteen (16) FAR Part 139 certificated airports throughout the pacific islands. He was responsible for conducting periodic and surveillance inspections at airports reviewing and approving documents associated with the Airport Certification Manual. He investigated potential regulatory violations and initiates administrative or legal enforcement actions as appropriate. Participated with investigations of aircraft accidents and incidents on or near airports, as a subject matter expert, under the direction of the National Transportation Safety Board (NSTB) and FAA Flight Standards. Through the US Compact Impact

Assistance Program, provided technical assistance to the Federal States of Micronesia, Majuro and Palau airports in accordance with ICAO Aerodrome Annex 14 standards.

While employed with FAA, Mr. Reyes was awarded with the **FY2105 Recipient FAA National Award of Excellence** for his exemplary support of the FAA Airport's mission.

He was also designated as a collateral instructor at the FAA Aeronautical Center responsible for providing FAR Part 139 and ICAO Annex 14 specific curriculum for both domestic and international airports/aerodromes.

**Airport Operations Superintendent - AB Won Pat International Airport Authority, Guam.**

Mr. Reyes was responsible for the administration and compliance of all 14 CRF Part 139 inspections, programs, projects, records, data reporting of runway safety, aircraft operating activities, airfield construction safety, safety management, and security requirements for GIAA. He was responsible for the management of operations to ensure the airport maintains compliance with federal, state and local regulatory agency regulations. He served as Program Manager on the Part 139 compliance ADO inspections, Annual Certification Manual, Airport Driving/Pedestrian Ground Vehicles Program, Wildlife Hazard Management, and Notice to Airmen (NOTAM). Mr. Reyes is exceptionally knowledgeable and familiar with administering the airport control, occupational safety and inspection and security enforcement programs and activities of the Airport Authority.

Mr. Reyes is certified with the American Association of Airport Executives (AAAE) Airport Operations ACE Designation.

Mr. Reyes' background includes completing technical training on FAA airport certifications, safety management system (SMS), compliance and enforcement, safety risk management, information system security, security and privacy, ethics, etc. He has also completed numerous professional airport management training.

In consideration of the exceptional qualifications of the applicant, Juan S.A. Reyes, Management respectfully requests approval of a recruitment above designated implementation range to **Grade P, Step 13, Sub-step D, \$130,423.00 per annum** or approximately 16% above the current 20<sup>th</sup> market percentile, in accordance with GIAA Personnel Rules and Regulations for Regulations for Aviation-Related Positions Unique to Airport Operations and Certified, Technical and Professional Employees, Chapter 4.

Management will ensure that the statutory requirements of 4GCA §6303.1 are complied with accordingly.