MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE
A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM
Thursday, January 31, 2019, 3:00 p.m.
GIAA TERMINAL CONFERENCE ROOM #3

1. CALL TO ORDER AND ATTENDANCE

The January 31, 2019 regular meeting of the Board of Directors of the A.B. Won Pat International Airport Authority, Guam ("GIAA" or the "Authority") was called to order by Chairman Duenas at 3:08 p.m. at the GIAA Terminal Conference Room #3, 355 Chalan Pasaheru, Tamuning, Guam, 96913.

Directors Present:
Ricardo C. Duenas
Katherine C. Sgro
Lucy M. Alcorn
Deedee S. Camacho

Offices or positions:
Chairman
Vice Chairperson

Directors Absent:
Gurvinder "Bic" Sobti
Rosalinda A. Tolan
Martin Gerber

Board Secretary

GIAA Officials:
Thomas C. Ada
John A. Rios
Jean M. Arriola
Gerard Bautista
Raymond Mantanona
Victor Cruz
Joseph Javellana
Rolenda Faasuamalie
Henry Cruz
Janalynn C. Damian, Esq.
Frank R. Santos

Executive Manager
Comptroller
Airport Services Manager
Air Terminal Manager
Chief, GIAA ARFF
Engineering Supervisor
Program Coordinator IV
GIAA Marketing
GIAA Procurement
GIAA Legal Counsel
GIAA Consultant

Chairman Duenas welcomed Airport tenants, stakeholders, and members of the public who are noted in a sign-in sheet attached to these minutes.

2. APPROVAL OF AGENDA

Motion to approve the agenda as presented duly made by Vice Chairperson Sgro, seconded by Director Alcorn; motion unanimously passed.
3. **APPROVAL OF MINUTES**

   A. January 3, 2019 Regular Meeting

On motion duly made by Vice Chairperson Sgro, seconded by Director Camacho, the following resolution was unanimously passed:

**Resolution No. 19-22**

The Board hereby approves the minutes of the January 3, 2019 regular meeting, subject to corrections.

4. **CORRESPONDENCE**

Executive Manager Ada announced there was no Correspondence.

5. **OLD BUSINESS**

   A. Status Updates of Capital Improvement Projects ("CIP")

Mr. Victor Cruz, Engineering Supervisor, provided brief highlights on ongoing Capital Improvement Projects.

- International Arrivals Corridor with Building Seismic Upgrades: Seismic upgrades are in progress in various locations within the Terminal. Portions of the Heritage and Lotte area recently closed off for column and structural work. The remainder of the Heritage area is anticipated to be closed off in March 2019. Foundation work in progress at Gate 4.
- ARFF Facility-Design/Construction Phase 1/2: Evaluation of soil samples recently conducted. Notice to proceed on the project anticipated for February 2019.
- Terminal Apron Taxiway Rehabilitation Design: 30% design submittal received and under review, a copy has also been forwarded to the FAA for their review.
- Rehabilitation Runway 6L - Design: Designer currently performing survey work out on Runway, which is anticipated to be completed by the end of February.

Vice Chairperson Sgro inquired if the Airport is in line with the completion timelines for the projects mentioned. Mr. Cruz informed the Board that some of the timelines are being evaluated with regard to extensions.

Chairman Duenas inquired if Lotte Duty Free has been kept up to speed with regard to closures. Mr. Cruz informed the Board that periodic stakeholder meetings are held to provide updates.

6. **NEW BUSINESS**
A. Approval of Award for Environmental Consulting Services - RFP No. RFP-001-FY19

The first matter discussed was the approval of award for Environmental Consulting Services. Executive Manager Ada provided background information to the Board on the referenced RFP including the scope of services, contract term, dates of advertisement of the RFP, proposal submission deadline, and the number of interested proposers. A total of twenty-two (22) firms showed their interest by obtaining the RFP package. An evaluation committee was established to evaluate the one (1) proposal that was submitted before the established deadline. The proposal was evaluated on a point system assigned for each criteria identified in the RFP package. As a result of the committee’s evaluation, the sole proposer, Proposer A, was found to be responsible and responsive and the firms in order of their ranking are as follows:

1. Proposer A

After further discussion, on motion duly made by Vice Chairperson Sgro, seconded by Director Camacho, the following resolution was unanimously approved:

Resolution No. 19-23

The Board hereby approves the ranking results as presented and the contract award to Proposers A for Environmental Consulting Services - RFP No. RFP-002-FY19, subject to Management’s negotiation of fair and reasonable fees and review by legal counsel.

Executive Manager Ada informed the Board that Proposer A is PCR Environmental, Inc.

B. Ratification of Compensation - Executive Manager and Private Secretary

Chairman Duenas informed the Board that Mr. Thomas C. Ada’s appointment to the position of Executive Manager was approved at the January 3, 2019 Board meeting, however compensation had not been determined, and was subject to review of Mr. Ada’s qualifications and experience. In addition, the Board was also requested to consider the salary of the Executive Manager’s private secretary, permitted under Public Law 29-154.

Based on the evaluation of Mr. Ada’s qualifications and experience the Board was requested to consider, approve and ratify a salary for the Executive Manager in the amount of $154,979.00. In addition, the Board was requested to consider, approve and ratify a salary for the Executive Manager’s Secretary in the amount of $42,293.00.

Vice Chairperson Sgro inquired if the amounts fall within the budget and if this was inclusive of benefits. Chairman Duenas informed the Board that the salaries, which do not include benefits, fall within GIAA’s budget and are within the range of the compensation and benefits study at the 20th Market Percentile, based on 2012 data.
After further discussion, on motion duly made by director Alcorn, seconded by Director Camacho, the following resolution was unanimously approved:

**Resolution No. 19-24**

The Board hereby ratifies the annual salary of $154,979.00 for Mr. Thomas C. Ada as the Executive Manager of the A. B. Won Pat International Airport Authority, Guam and the annual salary of $42,293.00 for Ms. Juliette Gillham as the Private Secretary to the Executive Manager, effective January 7, 2019.

7. **REPORT OF THE EXECUTIVE MANAGER**

Reference is made to the Executive Manager’s Report included as part of the Board’s packet, which was presented by Executive Manager Ada.

During Regulatory Issues, Executive Manager Ada asked that Legal Counsel give a brief update on issues with Lotte Duty Free and the 3rd Floor Project. Mr. Eduardo Calvo, GIAA Legal Counsel, informed the Board that in April 2018 GIAA and Lotte agreed to mediate certain disputes related to the impact of the 3rd floor construction project and the February decisions and judgment in the Specialty Retail litigation voiding the specialty retail agreement, which had not been stayed by the court. As a result of the mediation, Lotte and GIAA entered into a Mediation Term Sheet (MTS), that included a provision that if there are additional direct impacts not originally anticipated at the time of the MTS, that the parties would in good faith revisit the status of the construction impacts on Lotte’s operations. In the Fall of 2018, it became obvious that there were going to be additional impacts, particularly the closure of additional space for longer periods of time. The Airport worked towards mitigating the impact by providing alternative space. In December, GIAA and Lotte again engaged in mediation to address disputes relating to additional impacts resulting in the closure of space, and Lotte’s reimbursement obligations. The parties entered into an Addendum to the MTS that addressed how to deal with the additional impacts. The Addendum was approved by the Board in December 2018, and is available should the Board like to view it.

8. **REPORT OF THE COMPTROLLER**

Mr. John Rios reported on the revenues and expenses of the Authority as of **December 31, 2018**. Mr. Rios reported that year-to-date Total Signatory Revenues are below budgeted revenues by -5.5%, year-to-date Total Concession Revenues and Passenger Facility Charges are below budget by -8.1% and -9.8%, respectively. Year-to-date Total Other Revenues, inclusive of non-signatory and non-airline revenues are below the budget estimate by -7.5%. Year-to-date Total Operating Revenues Actual of **$18.9M** is -7.0% below the budget estimate of **$20.3M**. Year-to-date Total Operating Expenses are below budget by -15.7%. Components of this line item include a -17.6% decrease in Personnel Service, a -8.6% decrease in Contractual Services, a -85.1% decrease in Materials & Supplies and a 0.0% decrease in Equipment/Furnishings from budgeted amounts for these respective categories. The actual year-to-date Net Revenues from
Operations of $8.4M reflects an increase of 7.0% over the year-to-date budgeted amount of $7.8M. Mr. Rios reported that the year-to-date Debt Service Coverage is at 1.54 versus the requirement of 1.25.

Chairman Duenas inquired on the additional charter flights that were outlined in the Executive Manager’s report, asking if there was an estimate of impact to GIAA’s revenues. The Comptroller informed the Board that he does not have the projections available at this time but will provide it at a later time.

The Comptroller added that Moody’s Investors in 2018 had changed the outlook for the Government of Guam from stable to negative due to the Federal cuts and the Government of Guam’s inability to recover the loss of revenue. GIAA was also linked with the Government of Guam, resulting in GIAA’s outlook being a negative. Recently, due to the Business Privilege Tax, the outlook has been changed from negative to stable.

Regarding the refunding of the bonds, GEDA and Bond Counsel working on legislation that will be submitted to the Legislature. Currently it is showing 8.9% savings or $1.9 million in savings to the Airport.

Relative to GIAA’s annual audit, it is almost complete, pending the evaluation, which DOA’s Auditors are reviewing. GIAA filed for extension with the FAA, anticipating for February.

9. EXECUTIVE SESSION

Chairman Duenas announced that there would be no Executive Session.

10. PUBLIC COMMENTS

There were no Public Comments.

At this time, Vice Chairperson Katherine Sgro announced that she had submitted a courtesy resignation with Governor Leon Guerrero, which will be effective Friday, February 1, 2019. She added that it has been a pleasure working with the Board and Management. Chairman Duenas thanked Vice Chairperson Sgro for her service on the Board.

11. ADJOURNMENT

Motion to adjourn duly made by Director Camacho, seconded by Vice Chairperson Sgro; motion unanimously passed. The meeting was adjourned at 3:52 p.m.

Dated this 28th, day of February, 2019.
Ricardo C. Duenas  
Chairman

Prepared and Submitted By:  

Amanda O'Brien-Rios  
Corresponding Secretary

Attest:  
Gurvinder Sobti  
Secretary
BOARD OF DIRECTORS REGULAR MEETING
3:00 p.m., Thursday, January 31, 2019
GIAA TERMINAL CONFERENCE ROOM #3

Public Notice
First Notice:
Guam Daily Post – January 24, 2019
Notice to Media – January 24, 2019

Second Notice:
Guam Daily Post – January 29, 2019
Notice to Media – January 29, 2019

AGENDA

1. Call to Order and Attendance
2. Approval of Agenda
3. Approval of Minutes
   A. January 3, 2019 Regular Meeting
4. Correspondence
5. Old Business
   A. Status Updates of Capital Improvement Projects
6. New Business
   A. Approval of Award for Environmental Consulting Services - RFP No. RFP-001-FY19
   B. Ratification of Compensation - Executive Manager and Private Secretary
7. Report of Executive Manager
9. Executive Session
10. Public Comments
11. Adjournment
# A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM

Board of Directors Regular Meeting
3:00 p.m., Thursday, January 31, 2019
GIAA Terminal Conference Room #3

## Sign-in Sheet

<table>
<thead>
<tr>
<th>PRINT NAME</th>
<th>COMPANY/AGENCY</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Henry C.</td>
<td>GIAA</td>
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<tr>
<td>2. Paul Recklies</td>
<td>PCREavl</td>
</tr>
<tr>
<td>3. Kevin Karrigan</td>
<td>Post</td>
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<tr>
<td>4. Eric Simich</td>
<td></td>
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<tr>
<td>5. Jin W. Amo</td>
<td>GLIA</td>
</tr>
<tr>
<td>6. Peng Yu, Chen</td>
<td>China Airlines</td>
</tr>
<tr>
<td>7. J. Javesian</td>
<td>GIAA</td>
</tr>
<tr>
<td>8. Raymond T. Montoya</td>
<td>ARFF</td>
</tr>
<tr>
<td>9. Tricia Grimallo</td>
<td>AMI</td>
</tr>
<tr>
<td>10. Angelica Perez</td>
<td>AMI</td>
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<tr>
<td>11. Polace-Fordeli</td>
<td>GIAA</td>
</tr>
</tbody>
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19. 
20. 
Suspect in custody after machete attack

By Louella Lusinio
louella@postguam.com

Officers with the Guam Police Department arrested Robert Lucio, 37, following allegations that he had attacked another man with a machete.

GPD spokesman Sgt. Paul Tapao said the incident occurred shortly after 10 p.m. Tuesday next to J.J. Mart on Adrian Sanchez Street in Harmon.

Officers from the Tumon Precinct Command went to the San Agustin Apartments in Harmon to meet with the adult male victim, who had a towel wrapped around a laceration on his right arm, Tapao said.

The victim told police he had been walking along the roadway when he was attacked by a man who struck his arm with a machete. Tapao said the victim was responsive and transported to Guam Regional Medical City for care.

Police later located Lucio at the R.K. Apartments in Harmon. A machete was confiscated from his apartment, according to court documents.

Lucio was booked and confined on charges of reckless conduct, aggravated assault and use of a deadly weapon in the commission of a felony.

No motive was given for the attack.

(Daily Post Staff)
Director: New salaries cost lower than previous administration's

By Kevin Kerrigan
kevin@postguam.com

The total salary costs for the Office of the Governor under the new Leon Guerrero administration are about $629,207 lower than they were under the Calvo administration, stated Lester Carlson, acting director of the Bureau of Budget and Management Research.

The staffing pattern released by the Leon Guerrero administration on Sunday shows nearly $2.4 million will be spent on the salaries of the 79 people who have been hired to work at Adelup. In January 2018, $4.8 million was budgeted on salaries for roughly the same number of employees in the January 2018 staffing pattern of the Calvo administration, according to Carlson.

These numbers from the current and previous administrations don’t include health insurance, retirement and other benefits, which the Leon Guerrero administration estimates would be about 30 percent of salary.

There has been no change in the salaries for the governor and lieutenant governor. Gov. Lou Leon Guerrero will earn the same amount as former Gov. Eddie Calvo, which is $90,000. Lt. Gov. Josh Tenorio will make $85,000, which is the same amount as former Lt. Gov. Ray Tenorio.

Chief of Staff Tony Babauta has a $120,000 annual salary, nearly $14,000 more than former Gov. Eddie Calvo’s chief of staff, Mark Calvo. Deputy Chief of Staff Jon Junior Calvo will earn $115,000, about $11,500 more than then-Gov. Eddie Calvo’s deputy chief of staff, Rose Ramsey.

Among Leon Guerrero’s staff are 14 special assistants.

The special assistants include three new executive branch positions, which pay $90,000 each. Former Gov. Carl Gutierrez is the chief adviser on fiscal discipline. Two legal counsels have been hired at $26,409 each.

There are 11 staff assistants, three of whom have $28,000 salaries, while the other salaries range from $40,000 to $60,000.

In addition, five community relations specialists have been hired at $31,000 each.

Cabinet comparisons
Apart from the office staff at Adelup, the salaries of cabinet members...

Comparing Cabinet salaries

<table>
<thead>
<tr>
<th>Position</th>
<th>Leon Guerrero administration</th>
<th>Calvo administration</th>
</tr>
</thead>
<tbody>
<tr>
<td>Governor</td>
<td>Lou Leon Guerrero, $90,000</td>
<td>Eddie Calvo, $90,000</td>
</tr>
<tr>
<td>Lieutenant governor</td>
<td>Josh Tenorio, $85,000</td>
<td>Ray Tenorio, $85,000</td>
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<tr>
<td>Chief of staff</td>
<td>Tony Babauta, $120,000</td>
<td>Mark Calvo, $106,287</td>
</tr>
<tr>
<td>Deputy chief of staff</td>
<td>Jon Junior Calvo, $115,000</td>
<td>Rose Ramsey, $103,407</td>
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<tr>
<td>Director, Dept. of Revenue and Taxation</td>
<td>Dafne Shimizu, $102,407</td>
<td>John Camacho, $102,407</td>
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<tr>
<td>Deputy director, DRT</td>
<td>Michele Santos, $91,144</td>
<td>Marie Benito, $91,144</td>
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<td>Director, Dept. of Administration</td>
<td>Edward Bim, $102,407</td>
<td>Edward Bim, $102,407</td>
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<tr>
<td>Deputy director, DOA</td>
<td>Edith Pangelinan, $91,144</td>
<td>Vince Arriola, $91,144</td>
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<tr>
<td>Director, Bureau of Budget and Management Research</td>
<td>Lester Carlson, $102,047</td>
<td>N/A</td>
</tr>
<tr>
<td>Administrator, Guam Economic Development Authority</td>
<td>Melanie Mendiola, $101,902</td>
<td>Jay Rojas, $111,913</td>
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<tr>
<td>Deputy administrator, GEDA</td>
<td>Ricky Hernandez, $91,758</td>
<td>Mana Silva Taitner, $101,374</td>
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<td>Chief, Guam Police Dept.</td>
<td>Stephen Ignacio, $108,525</td>
<td>Joseph I. Cruz, $93,524</td>
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<tr>
<td>Director, Dept. of Corrections</td>
<td>Samantha Brennan, $87,068</td>
<td>Alberto Lamorena, $86,820</td>
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<td>Deputy director, DOC</td>
<td>Joey Teriaga, $94,597</td>
<td>James McDonald, $81,522</td>
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<td>Director, Guam Customs and Quarantine Agency</td>
<td>Ike Peredo, $91,758</td>
<td>James McDonald, $76,188</td>
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<tr>
<td>Advisor, Guam Homeland Security/Office of Civil Defense</td>
<td>Tim Aguon, $93,000</td>
<td>George Charfauros, $74,000</td>
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<tr>
<td>General manager, Port Authority of Guam</td>
<td>Rony Respicio, $158,533</td>
<td>Joanne Brown, $165,000</td>
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<tr>
<td>Executive manager, Guam International Airport Authority</td>
<td>Tom Ada, $143,121</td>
<td>Chuck Ada, $143,121</td>
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<td>Administrator, Guam Memorial Hospital</td>
<td>Lillian Posadas, pending</td>
<td>Peter/John Camacho, $200,000</td>
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<td>Director, Department of Public Health and Social Services</td>
<td>Linda DeNorecy, $108,471</td>
<td>James Gillian, $91,144</td>
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<td>Deputy director, DPHSS</td>
<td>Lori Duenas, $98,257</td>
<td>Leo Casil, $79,075</td>
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<tr>
<td>Director, Guam Behavioral Health and Wellness Center</td>
<td>Therese Arriola, $101,902</td>
<td>Rey Vega, $81,522</td>
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<td>Deputy director, DBHWC</td>
<td>Carissa Pangelinan, $85,357</td>
<td>Benny Pillaua, $72,000</td>
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<td>Executive director, Guam Housing &amp; Urban Renewal Authority</td>
<td>Ray Topasna, $136,596</td>
<td>Michael Duenas, $128,864</td>
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<td>Director, Department of Integrated Services for Individuals with Disabilities</td>
<td>Jerri Mandell, pending</td>
<td>Ban Servino, $76,188</td>
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<td>Director, Dept. of Labor</td>
<td>David Dell'Isola, $82,071</td>
<td>Sam Mabini, $82,071</td>
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<td>Deputy director, DOL</td>
<td>Jerry Toves, $79,034</td>
<td>Cecile Suda, $79,034</td>
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<td>Director, Dept. of Agriculture</td>
<td>Chelsea Muna-Brecht, $76,149</td>
<td>Mathew Sablan, $65,623</td>
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<td>Director, Guam Regional Transit Authority</td>
<td>Celestina Babauta, $88,408</td>
<td>Enrique Agustin, $88,000</td>
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<tr>
<td>Director, Dept. of Youth Affairs</td>
<td>Melanie Brennan, pending appointment</td>
<td>Peter Ada, $70,873</td>
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<tr>
<td>Deputy director, DyA</td>
<td>Krisinda Aguon, $79,034</td>
<td>Krisinda Aguon, $65,623</td>
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<td>Director, Dept. of Parks and Recreation</td>
<td>Richard Ybanez, $76,188</td>
<td>William Reyes, $76,188</td>
</tr>
<tr>
<td>Deputy director, DPP</td>
<td>Victor Villagomez, $70,873</td>
<td>Johnny Talanoa, $70,873</td>
</tr>
</tbody>
</table>

Sources: Government of Guam
MINUTES OF THE REGULAR MEETING OF THE BOARD OF DIRECTORS OF THE
A.B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM
Thursday, January 3, 2019, 3:00 p.m.
GIAA TERMINAL CONFERENCE ROOM #3

1. CALL TO ORDER AND ATTENDANCE

The January 3, 2019 regular meeting of the Board of Directors of the A.B. Won Pat International Airport Authority, Guam (“GIAA” or the “Authority”) was called to order by Chairman Duenas at 3:14 p.m. at the GIAA Terminal Conference Room #3, 355 Chalan Pasehuru, Tamuning, Guam, 96913.

Directors Present:
Ricardo C. Duenas
Katherine C. Sgro
Gurvinder "Bic" Sobti
Rosalinda A. Tolan
Deedee S. Camacho

Offices or positions:
Chairman
Vice Chairperson
Board Secretary

Directors Absent:
None

GIAA Officials:
Charles H. Ada II
Pedro R. Martinez
John A. Rios
Jean M. Arriola
Gerard Bautista
Raymond Mantanona
Edward Muna
Victor Cruz
Joseph Javellana
Rolenda Faasuanalie
Henry Cruz
Michael A. Pangelinan, Esq.
Frank R. Santos
Executive Manager
Deputy Executive Manager
Comptroller
Airport Services Manager
Air Terminal Manager
Chief, GIAA ARFF
Superintendent of Operations
Engineering Supervisor
Program Coordinator IV
GIAA Marketing
GIAA Procurement
GIAA Legal Counsel
GIAA Consultant

Chairman Duenas welcomed Airport tenants, stakeholders, and members of the public who are noted in a sign-in sheet attached to these minutes.

2. APPROVAL OF AGENDA

Motion to approve the agenda as presented duly made by Vice Chairperson Sgro, seconded by Director Tolan; motion unanimously passed.
3. **APPROVAL OF MINUTES**

   **A.** December 3, 2018 Regular Meeting

On motion duly made by Director Tolan, seconded by Director Sobti, the following resolution was unanimously passed:

   **Resolution No. 19-12**

The Board hereby approves the minutes of the December 3, 2018 regular meeting, subject to corrections.

4. **CORRESPONDENCE**

Executive Manager Ada announced that the Airport on December 31, 2018 received significant correspondence from Governor Elect Lou Leon Guerrero, informing the Board of her appointment of Thomas C. Ada to serve as the Executive Manager of the A.B. Won Pat International Airport Authority, Guam. The letter highlights Mr. Ada's many accomplishments. Executive Manager Ada asked that the Board include consideration of the referenced correspondence in the agenda.

On motion duly made by Director Sobti, seconded by Director Tolan, the following resolution was unanimously passed:

   **Resolution No. 19-13**

The Board hereby amends the agenda, to include under correspondence the appointment of Mr. Thomas C. Ada to the position of Executive Manager of the A.B. Won Pat International Airport Authority, Guam.

Chairman Duenas took this time to announce to the Board that Executive Manager, Charles H. Ada II had submitted his resignation as the Executive Manager, effective 5:00 p.m., Friday, January 4, 2019.

The Chairman added that the approval of the appointment of the new Executive Manager, Mr. Thomas C. Ada will not take effect until the swearing in of the Governor Elect, Lou Leon Guerrero, 4:00 p.m., Monday, January 7, 2019, in the interim, Acting Executive Manager's will be appointed. Executive Manager Ada at this time offered to revise his resignation date should that be acceptable to the Board. The Board had no objections. Chairman Duenas at the advice of Legal Counsel asked that the Executive Manager amend his official resignation date to state that the effective date is January 7, 2019 at 4:00 p.m.

Chairman Duenas revisited the matter of the appointment of Mr. Thomas C. Ada to the position of Executive Manager to the A.B. Won Pat International Airport Authority, Guam and added that everyone should be familiar with Mr. Ada's long service to the Government of Guam and called for motions on the referenced matter.
On motion duly made by Director Sobti, seconded by Director Camacho, the following resolution was unanimously passed:

**Resolution No. 19-15**

The Board hereby accepts the appointment of Mr. Thomas C. Ada to the position of Executive Manager of the A.B. Won Pat International Airport Authority, Guam, effective 4:00 p.m., Monday, January 7, 2019.

The Board and Management congratulated Mr. Thomas C. Ada.

5. **OLD BUSINESS**

   A. Status Updates of Capital Improvement Projects (“CIP”)

Mr. Frank Santos, Consultant, provided brief highlights on Capital Improvement Projects for FY2018.

- International Arrivals Corridor with Building Seismic Upgrades: Stakeholder presentation held on December 18, 2018 to cover upcoming work with Black Construction and the impact on terminal operations and tenants. Lotte Duty Free is currently removing and relocating products from the Phase 2A, Heritage areas. Black Construction will commence work in that area on January 7, 2019.
- Noise Mitigation Program 65 DNL & Higher: Stop Work on noise measurements that GIAA was conducting and the design work, due to FAA requesting an update on the noise exposure maps using a new program that FAA developed. Once updated, the homes already measured, the design work may continue.
- ARFF Facility-Design/Construction Phase 1/2: A Notice to Proceed has not been issued at this time, however soil inspection is underway to find out whether the soil will support the current design. If not, the design will require an upgrade.
- Hold Bag Screening Relocation: After a meeting with TSA, there were discussions on requesting an over run of $4M plus that will go toward projects on hold.

Director Sobti inquired if Lotte Duty Free has requested compensation regarding constructional impact. Chairman Duenas announced that GIAA has been in contact with Lotte Duty Free and the matter will possibly be discussed during Executive Session.

6. **NEW BUSINESS**

   A. Signatory Airline Approval of Award for Preventive Maintenance & Repair Services for MainTerminal Generators under the Invitation For Bid No. IFB No. GIAA-002-FY19

The first matter discussed was the approval of award for Preventive Maintenance and Repair Services for Main Terminal Generators under the Invitation For Bid No. IFB No.GIAA-002-
FY19. Executive Manager Ada provided background information to the Board on the referenced IFB. Twelve (12) firms/individuals purchased or downloaded bid packages, and three (3) firms submitted a bid before the submission deadline. The three (3) firms were evaluated and determined to be acceptable. As required by the Guam Procurement Regulations, the bids were publicly opened and read aloud in the presence of the bidders. The bid price submittals are as follows:

<table>
<thead>
<tr>
<th>Bidder/Firm's Name:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>JJ Global Services</td>
<td>$146,790.00 per year</td>
</tr>
<tr>
<td>SE Construction Corporation</td>
<td>$95,040.00 per year</td>
</tr>
<tr>
<td>Hawthorne Pacific Corporation</td>
<td>$155,218.00 per year</td>
</tr>
</tbody>
</table>

Upon further evaluation, pursuant to Section 11 and Section 16 of the Instruction to Bidders, Hawthorne Pacific Corporation, the third lowest bidder, will be rejected due to failure to submit the required bid security, in the amount of not less than fifteen percent (15%) of the amount of their total bid price, which equates to a minimum amount of $23,282.70, and a valid copy of the required Guam Contractor's License. The bidder also failed to acknowledge Addendum A, B, and C with their bid submittal.

The Executive Manager added that SE Corporation, the lowest bidder, had a clerical error on the Affidavit Disclosing Ownership and Commissions they submitted. This mistake was found to be immaterial and does not affect price, quantity, quality, delivery or contractual conditions. Additionally, allowing SE Construction Corporation to resubmit the Affidavit Disclosing Ownership and Commissions will not prejudice the other bidders, therefore GIAA will request that SE Construction Corporation correct the mistake and resubmit the said Affidavit.

The lowest total responsible, responsive bid was in the amount of $95,040.00 per year from SE Construction Corporation, which is 67.3% lower than the government estimate of $290,304.00 per year, for a contract term of five (5) years.

The Executive Manager informed the board the current generators are nearing the end of their industrial life and that he was happy to be having this in place before his departure from the Airport. Discussion ensued regarding the life span of the generators and details of the maintenance services.

Vice Chairperson Sgro inquired on the funding source for the referenced IFB, Chairman Duenas announced that the funding would be available under the Properties & Facilities Division O&M Budget.
After further discussion, on motion duly made by Director Sobti, seconded by Director Camacho, the following resolution was unanimously approved:

**Resolution No. 19-17**

The Board hereby approves the contract award for Preventive Maintenance and Repair Services for Main Terminal Generators under the Invitation For Bid No. IFB No.GIAA-002-FY19 to SE Construction Corporation in the amount of $95,040.00 per year, subject to review by legal counsel.

**B. Approval of Award for Ambassador Program & Airport Information Center - IFB No. GIAA-003-FY19**

Executive Manager Ada provided background information to the Board on the referenced IFB. Seventeen (17) firms/individuals purchased bid packages and only one (1) firm submitted a bid before the submission deadline. The firm was evaluated and determined to be acceptable. As required by the Guam Procurement Regulations, the bid was publicly opened and read aloud in the presence of the bidder. The bid price submittal is as follows:

<table>
<thead>
<tr>
<th>Bidder/Firm’s Name:</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Aviation Services Alliance, LLC</td>
<td>$609,402.15 per year</td>
</tr>
</tbody>
</table>

The Airport Ambassador Program provides multi-lingual, roving, passenger assistance in the passenger processing areas through the utilization of "Airport Ambassadors". The Airport Information Center provides information regarding passenger services and general visitor information to customers of the terminal.

Executive Manager Ada informed the Board that the lowest total bid amount was in the amount of $609,402.15 per year from Aviation Services Alliance, LLC.

Chairman Duenas inquired on the current firm. The Executive Manager informed the Board that they did not submit a bid due to not being able to provide the required performance bond. The Chairman went on to ask that with the establishment of a number of the initiatives placed within the last few years, such as the automated passport kiosks, have we see any results in efficiency or a reduction in need for the Ambassador Program. The Executive Manager replied that there has been no reduction in need for the program because of the increase in flight activity. However, the success in implementing different variables has resulted in a reduction in wait time. The Executive Manager informed the Board that the Ambassador Program is the only way to ensure the increased efficiency in processing passengers.

Vice Chairperson inquired on any targets or expectations for the per year amount of $609,402.15. Ms. Rolenda Faasualmalie replied that there are minimum standards established in the bid package, to include a minimum number of personnel for peak hours. Chairman Duenas inquired that with these operational requirements, do we have mechanisms in place to
monitor performance. Ms. Fausumalie replied yes, reporting requirements are also in the bid package. Brief discussion followed.

Executive Manager Ada commended the Airports Marketing Division on compiling the flight data on a monthly basis to ensure efficiency.

Chairman Duenas asked if there are provisions for annual evaluation within the contract if they're not meeting minimum requirements and stressed the importance for corrective action based on performance being included in the contract as this is a five (5) year contract.

Director Sobti inquired on the current contract amount. Executive Manager replied that the current contract was approximately $40,000.00 lower.

After further discussion, on motion duly made by Vice Chairperson Sgro, seconded by Director Sobti, the following resolution was unanimously approved:

**Resolution No. 19-18**
The Board hereby approves the contract award for Ambassador Program & Airport Information Center - IFB No. GIIS-003-FY19 to Aviation Services Alliance, LLC for a total contract amount of $609,402.15 per year, subject to review by legal counsel.

C. Proposed Additions to the List of Testing Designated Positions under GIAA’s Drug Free Workplace Policy

The third item discussed was the proposed additions to the list of Testing Designated Positions (TDP’s) under GIAA’s Drug Free Workplace Policy. The Executive Manager informed the Board that local and federal regulations require GIAA to develop, implement and maintain a Drug-Free Workplace Program which include pre-employment drug testing and random drug testing for TDP’s, which are limited to the following divisions: Operations, Engineering, Safety, ARFF, Airport Police, Executive Manager and Deputy Executive Manager.

The Manager added that the list provided shows the additional positions to include, most Division Managers, all Properties & Facilities to name a few. Once approved by the Board the approved list will then be forwarded to the Department of Administration to assist the Attorney General's Office in expanding the Airports TDP positions.

After further discussion, on motion duly made by Tolan, seconded by Director Sobti, the following resolution was unanimously approved:

**Resolution No. 19-14**
WHEREAS, the ANTONIO B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM’s (the “Airport” or the “Authority”) entered into a Memorandum of Understanding with the Department of Administration (“DOA”) on May 14, 1996 (the “MOU”) with regard to the application of the DOA Drug-Free Workplace Program (the “DFWP”) to the Airport; and
WHEREAS, the MOU provides that the DOA Drug Program Specialist will provide administration, training, and education regarding the DOA DFWP requirements to all employees and managers of the Airport; and

WHEREAS, pursuant to the MOU, the Airport shall identify its Testing Designated Positions ("TDPs") with the concurrence of the Attorney General as well as other government agencies as required; and

WHEREAS, the Airport has identified positions that are safety sensitive and/or security sensitive and which, if approved to be placed on the TDP list would subject those Airport employees holding the positions to random drug testing under the DOA DFWP; and

WHEREAS, attached is a list of proposed positions to be added to the current list of TDPs at the Airport; and

WHEREAS, as required by the MOU, the list of proposed positions is subject to approval with the concurrence of the Attorney General as well as any other government of Guam and other applicable government of Guam agencies as required; and

WHEREAS, in light of the need for the Airport management to ensure the safety and security of the Airport, the Board of Directors has determined that it is prudent to give the Executive Manager the authority to identify positions to be added to the Airport’s TDP list subject to the concurrence of the Attorney General and as well as any other government agency concurrence that may be required.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of the Airport hereby approves the attached list of proposed additional positions to be added to the current list of TDPs subject to the concurrence of the Attorney General as well as any other government agency concurrence that may be required.

BE IT FURTHER RESOLVED, that the Executive Manager has the authority to identify positions to be added to the Airport’s TDP list from time to time subject to the concurrence of the Attorney General and as well as any other government agency concurrence that may be required.

D. Approval and Ratification of ARFF of Apprenticeship Program

The next item discussed was the approval and ratification of the ARFF Apprenticeship Program. The Executive Manager provided brief background on the Program, stating that the Program was established early 2018 to develop competent and well-trained Aircraft Rescue and Fire Fighting personnel to pursue fire service as a career at GIAA. In accordance with certification standards established by the Pacific Region Aviation ARFF Training Center ("PRATC"), GIAA has established four (4) minimum certification standards that an apprentice must successfully complete in order to graduate from the ARFF Apprenticeship Program.
In addition to certification in the above ProBoard courses, all apprentices must complete one (1) year of on-the-job training. Upon successful completion of the four (4) certification standards for the ARFF Apprenticeship Program and one (1) year of on-the-job training, the apprentice shall graduate from the GIAA ARFF Apprenticeship Program. The failure to meet the certification standards and training, shall result in disqualification and termination from the ARFF Apprenticeship Program. Effective date for the ARFF Apprenticeship Program is April 9, 2018. The Executive Manager asked that the Board present the Apprentices their ProBoard certifications once the matter was approved.

Chairman Duenas inquired if the apprentices were official employees of the Airport. The Executive Manager informed the Board that they are apprentices on Limited Term Appointments. Chairman Duenas inquired if the apprentices were not hired by the Airport, does the Program assist them in on moving onto other agencies within the Government of Guam. The Executive Manager replied that the Program is limited, possibly within in the fire service areas.

After further discussion, on motion duly made by Vice Chairperson Sgro, seconded by Director Tolan, the following resolution was unanimously approved:

**Resolution No. 19-19**
The Board hereby approves and ratifies the Airport Rescue Fire Fighters (ARFF) Apprenticeship Program as presented, effective April 9, 2018.

The ARFF apprentices were presented their certificates in the presence of the Board during the meeting just before the Board recessed to convene into Executive Session.

7. **REPORT OF THE EXECUTIVE MANAGER**

Reference is made to the Executive Manager’s Report included as part of the Board’s packet, which was presented by Executive Manager Ada.

At this time the Executive Manager thanked the Board of Directors for the leadership that was provided to him during his time with the Airport. The Board congratulated and thanked the Executive Manager.

The Deputy Executive Manager also took this time to express his appreciation to the Board.

8. **REPORT OF THE COMPTROLLER**

Mr. John Rios reported on the revenues and expenses of the Authority as of **November 30, 2018**. Mr. Rios reported that year-to-date Total Signatory Revenues are below budgeted revenues by -6.7%, year-to-date Total Concession Revenues and Passenger Facility Charges are below budget by -5.2% and -18.2%, respectively. Year-to-date Total Other Revenues, inclusive of non-signatory and non-airline revenues are below the budget estimate by -3.9%. Year-to-date Total Operating Revenues Actual of **$12.4M** is -6.8% below the budget estimate of
$13.3M. Year-to-date Total Operating Expenses are below budget by 15.0%. Components of this line item include a -21.7% decrease in Personnel Service, a -4.0% decrease in Contractual Services, a -84.4% decrease in Materials & Supplies and a 0.0% decrease in Equipment/Furnishings from budgeted amounts for these respective categories. The actual year-to-date Net Revenues from Operations of $5.4M reflects an increase of 6.3% over the year-to-date budgeted amount of $5.1M. Mr. Rios reported that the year-to-date Debt Service Coverage is at 1.48 versus the requirement of 1.25.

9. EXECUTIVE SESSION

The next item on the agenda was Executive Session.

Upon written recommendation of counsel, on motion duly made by Director Tolan, seconded by Director Sobti, and unanimously approved, the Board recessed to convene into Executive Session at 4:12 p.m.

The Board convened into Executive Session at 4:34 p.m. to discuss pending or threatened litigation to which GIAA is or may be a party. Attending Executive Session were Directors Duenas, Sgro, Sobti, and Camacho, Executive Manager Ada, and Legal Counsel, Michael A. Pangelinan, Eduardo Calvo and Genevieve Rapadas. Also present was the court reporter who will prepare a transcript of the Executive session.

Executive Session adjourned at 5:15 p.m., at which time the Board reconvened regular session.

Director Tolan did not participate in Executive Session due to conflicts of interest and was excused from the remainder of the meeting.

At this time, due to the change in Executive Management, Chairman Duenas announced there was a resolution relating to GIAA's bank signatories that required Board action. Effective date for the resolution is Monday, January 7, 2019 at 4:00 p.m.:

After further discussion, on motion duly made by Director Sobti, seconded by Director Camacho, the following resolution was unanimously approved:

**Resolution No. 19-16**

WHEREAS, the ANTONIO B. WON PAT INTERNATIONAL AIRPORT AUTHORITY, GUAM (“GIAA” or the "Authority") has several bank accounts and desires to designate the individuals authorized to execute checks, drafts, or other orders for and on behalf of GIAA.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors of GIAA hereby designates two of the following individuals together to execute checks, drafts, or other orders for and on behalf of GIAA:
1. Thomas C. Ada, Executive Manager
2. Ricardo C. Duenas, Chairman of the Board
3. Jean M. Arriola, Airport Services Manager
4. John A. Rios, Comptroller
5. Antoniette L. Bautista, General Accounting Supervisor

BE IT RESOLVED FURTHER, that one of the two signatories must include any one of the following: the Chairman, the Executive Manager; or the Comptroller.

BE IT RESOLVED FURTHER, that the authority of the above-designated individuals to execute checks, drafts, or other orders for and on behalf of GIAA shall be limited only to authorized expenditures of GIAA and as is consistent with the execution of their respective duties, statutory or otherwise, as officers or directors of GIAA.

BE IT RESOLVED FURTHER, that the designation of the above-named individuals supersedes all prior designations by the Board of Directors of GIAA on file at all banking institutions at which GIAA maintains its accounts.

Moving on to matters discussed during Executive Session, legal counsel announced the two (2) matters for Board action.

After further discussion, on motion duly made by Vice Chairperson Sgro, seconded by Director Sobti, the following resolution was unanimously approved:

**Resolution No. 19-20**
The Board hereby approves the addendum to the mediation term sheet with Lotte Duty free as presented by legal counsel during Executive Session and authorizes the Chairman and Executive Manager to finalize and execute the document.

After further discussion, on motion duly made by Director Sobti, seconded by Vice Chairperson Sgro, the following resolution was unanimously approved:

**Resolution No. 19-21**
The Board hereby authorizes the Authority to issue payment to Calvo Fisher & Jacob, LLP for the general matters legal fees incurred in November 2018 in excess of the monthly cap in the amount of $40,905.50; and for general legal matters incurred in December 2018 in excess of the monthly cap in the amount of $105,024.18.

10. PUBLIC COMMENTS

There were no Public Comments.
Corresponding Secretary
Amanda Qvisten-Flors

Prepared and Submitted By:

Secretary
Gunther Sobti

Chairman
Ricardo C. Duenas

Attest:

[signature]

Date this day of __________, 2019.

unanimously passed. The meeting was adjourned at 5:17 p.m.

Motion to adjourn duly made by Vice Chairperson 8:00, seconded by Director Sobti; motion

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| Totals:                                         | $104,583,442 | $72,644,114 | $33,598,406 | $210,825,963 | $114,820,885 | $96,005,078 |
ANTONIO B. WON PAT
INTERNATIONAL AIRPORT AUTHORITY, GUAM
BOARD OF DIRECTORS
EXECUTIVE SUMMARY

REQUEST FOR PROPOSALS, RFP NO. RFP-001-FY19
ENVIRONMENTAL CONSULTING SERVICES

January 31, 2019

Purpose

Board action is requested to approve the ranking results based on the evaluation process performed through the Request For Proposals (RFP) No. RFP-001-FY19 for Environmental Consulting Services.

Background

The referenced RFP solicits proposals from qualified firms and/or individuals to provide professional environmental consulting services, assisting GIAA with the management of its environmental programs. The preliminary scope of work includes, but is not limited to, monitoring storm water discharge in accordance to NPDES permit requirements, evaluation of existing oil/water separators, evaluation of surface drainage and detention pond system, sampling and analyses of stormwater in UIC wells.

The Firm or Consultant is required to have particular expertise in the management of environmental programs at commercial airports and experience in environmental sampling and analysis. Also, the firm must be knowledgeable of the applicable environmental laws, regulations and FAA Airport Environmental Program initiatives and regulations.

Procurement Background

The above referenced RFP was advertised in the local newspapers throughout the months of December 2018 and January 2019. The established deadline to submit the proposals was at 4:00 p.m., January 11, 2019.

A total of twenty-two (22) firms showed their interest by obtaining the RFP package and one (1) firm responded by submitting their proposal before the submission deadline. Hence, the sole proposal received was evaluated and found to be responsive and responsible.
The Evaluation Committee has completed their evaluations and the score sheets were gathered and tabulated by the Procurement Office. The evaluation results in the order of ranking are as follows:

1. Proposer A

**Legal Review**

Upon Board approval, a contract will be forwarded to Legal Counsel for review and approval as to form. The term of the contract is for period of five (5) years, subject to the availability of funding.

**Financial Review**

The Environmental Consulting Services contract will be funded under the Engineering Division’s O & M Budget for Fiscal Year 2019.

**Recommendation**

It is moved that the Board approve the ranking results and the contract award to Proposer A as the highest ranked, responsive proposal and responsible proposer for the Environmental Consulting Services contract, subject to negotiations of fair and reasonable fees to be submitted by the offeror at a time and in a format determined by GIAA.
MEMORANDUM

TO: Executive Manager

VIA: Airport Services Manager

FROM: Supply Management Administrator, Acting

SUBJECT: Evaluation and Recommendation - Request For Proposal (RFP) Environmental Consulting Services
RFP No. GIAA-001-FY19

January 28, 2019

The referenced Request for Proposal (RFP) solicits interests from qualified firms and/or individuals to provide professional environmental consulting services, assisting GIAA with the management of its environmental programs. The advertisement for this RFP was published in the local newspaper for the months of December 2018 and January 2019. The deadline to submit proposals was established at 4:00 p.m., January 11, 2019.

A total of twenty-two (22) firms and/or individuals acknowledged receipt of the RFP package and one (1) firm submitted a proposal before the submission deadline.

Evaluation and Selection

Pursuant to Section 8: Selection of Best Qualified Proposer and Proposal of Basic Information of the RFP documents, after receipt of all proposals, the GIAA Evaluation Committee conducted an independent evaluation for the purpose of determining if the proposals were responsive, based on the evaluation criteria set forth in the RFP, and if the offerors have met the standards of responsibility outlined in the Guam Procurement Law & Regulations. Hence, the single proposal received was evaluated and found to be responsive and the sole offeror was deemed responsible.

The committee which Management established to evaluate the offerors’ qualifications included the following:

1. Gerard Bautista, Air Terminal Manager
2. Victor Cruz, Engineering Supervisor
3. Antonio Laniog, Engineer III

The committee completed their evaluation and the scores were tabulated as reflected on the attached summary worksheet. As a result of our tabulation, the firms selected in the order of their ranking are as follows:

1. Proposer A
Recommendation

Based on the tabulation of the evaluation ranking, it is determined that Proposer A’s proposal was responsive. Hence, Proposer A, the sole offeror, was deemed as the best qualified, responsive firm to perform the required services in accordance with the criteria set forth in the RFP. Also, as a result of our review of the offeror’s submitted required documents, Proposer A has been deemed to have met the standards of responsibility outlined in the Guam Procurement Law & Regulations.

Therefore, management recommends the approval of the ranking results and the contract award to Proposer A, as the highest ranked, responsive proposal and responsible proposer for the professional Environmental Consulting Services, subject to negotiations of fair and reasonable fees to be submitted by the offeror at a time and in a format determined by GIAA.

Attached is the summary of the committee’s evaluation scores based on the evaluation criteria set forth in the RFP for your reference. Should you have any questions or would like to discuss this matter further, I am available at your request.

Henry M. Cruz

APPROVED:

THOMAS C. ADA
Executive Manager

Attachments

cc: Evaluation Committee
    Procurement File
Antonio B. Won Pat  
International Airport Authority, Guam  
**Evaluation Score Tally Sheet**  
RFP No. RFP-001-FY19  
Environmental Consulting Services

<table>
<thead>
<tr>
<th>NAME OF FIRM/PROPOSER</th>
<th>Evaluator 1</th>
<th>Evaluator 2</th>
<th>Evaluator 3</th>
<th>Final Ranking</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Score</td>
<td>Rank</td>
<td>Score</td>
<td>Rank</td>
</tr>
<tr>
<td>Proposer A</td>
<td>97</td>
<td>1</td>
<td>94</td>
<td>1</td>
</tr>
</tbody>
</table>

**Evaluators**

No. 1: Gerard Bautista, Air Terminal Manager  
No. 2: Victor Cruz, Engineering Supervisor  
No. 3: Antonio Laniog, Engineer III
ANTONIO B. WON PAT
INTERNATIONAL AIRPORT AUTHORITY, GUAM

BOARD OF DIRECTORS
EXECUTIVE SUMMARY

COMPENSATION OF EXECUTIVE MANAGER AND PRIVATE SECRETARY

January 31, 2019

Purpose

Board action is requested to ratify the compensation of the Executive Manager and Private Secretary.

Background

Public Law 29-154, Adopt Personnel Rules and Regulations for Aviation-Related Positions Unique to Airport Operations and Certified, Technical and Professional Employees (CTP) Rules, effective January 30, 2009, Chapter 4, Pay Administration for Aviation-Related Positions Unique to Airport Operations and Certified, Technical and Professional Positions, Section 4.006 Miscellaneous Provisions, D. The Board shall determine the compensation of the Executive Manager, Deputy Executive Manager, Comptroller, Attorney, Treasurer and Secretary employees. (see attached)

Position, Compensation and Benefits Study (Alan Searle)
20th Market Percentile (2012 data)

Executive Manager - Minimum Range: $143,121.00
Maximum Range: $154,979.00

Private Secretary - Minimum Range: $39,057.00
Maximum Range: $42,293.00

Legal Review

Legal counsel has opined that the GIAA Board has the authority to establish compensation consistent with Chapter 4, Section 4.006, GIAA Personnel Rules and Regulations.

Financial Review

The Executive Manager and Private Secretary salaries will be funded under the Administration Division, O&M Budget for Fiscal Year 2019.

Recommendation

Pursuant to Public Law 29-154, the Board shall determine the compensation of the Executive Manager and Private Secretary. Board action is recommended to ratify the compensation of the Executive Manager of $154,979.00 and the compensation for the Private Secretary of $42,293.00, effective January 7, 2019.
B. Identifying information about the candidate and the position to be filled.

C. Justification for salary being requested. Justifications must include information of the applicant’s current salary. The applicant must inform the Authority, in writing, a salary minimally acceptable for the job.

D. The candidate is advised before being hired that the position’s the designated implementation range outlines the normal pay rate of employment pending the Executive Manager’s approval of additional step/sub-step placement.

4.006 Miscellaneous Provisions

A. The effective date of the additional step / sub-step placement rate (above the designated implementation range) is the Executive Manager’s date of approval of such rate.

B. No additional step / sub-step placement (above the designated implementation range) will be considered after ten (10) working days of the incumbent’s date of hire, except for just cause as determined by the Executive Manager.

C. All documentation for consideration of step / sub-step placement (above the designated implementation range) must be submitted to the Personnel Department within ten (10) working days of the incumbent’s date of hire.

D. The Board shall determine the compensation of the Executive Manager, Deputy Executive Manager, Comptroller, Attorney, Treasurer and Secretary Employees.

4.100 COMPENSATION OF AVIATION-RELATED POSITIONS UNIQUE TO AIRPORT OPERATIONS AND CERTIFIED, TECHNICAL, AND PROFESSIONAL EMPLOYEES

4.101 Authority

Pursuant to 12 G.C.A. §1112(h), the Authority is authorized to adopt rules and regulations governing the compensation for Aviation-Related Positions Unique to Airport Operations, and Certified, Technical, and Professional Employees. This Compensation Policy and the following rules and procedures shall only apply to the Aviation-Related Positions Unique to Airport Operations and Certified, Technical, and Professional Employees of the Authority. Compensation for all
AIRLINE ISSUES

United Airlines
United will be conducting nine extra charter flights for the NRT/GUM route during Spring Break/Golden Week from March 31 through May 5, 2019. The additional revenue from these operations is approximated at $289k, (assuming 80% capacity). Concurrently, United will be utilizing its B777-200 for two of its three daily flights to Narita now in effect through March 30, 2019. The additional revenue from these operations is approximated at $567k (assuming 80% capacity).

China Airlines
In addition to its 4x weekly operation, China Airlines will be conducting 3 charter flights on the TPE/GUM route for the Chinese New Year in February, utilizing A330 aircraft with a seat capacity 313. This increases the monthly capacity by 939 seats. Additional revenue for the three charters is approximated at $13.5K (assuming 90% capacity).

Japan Airlines
Japan Airlines announced it will operate 4 charter flights for Golden Week utilizing its 767-300 aircraft. The additional revenue for the four charter operations estimated at $12.6K (assuming capacity 90%). They also announced an upgrade of equipment for the NRT/GUM route effective September 1, 2019, from a twice daily operation on a 767-300 to a once daily service on its 777-200ER aircraft. The difference in seat capacity is 130 additional seats on the larger aircraft.

UPS
UPS increased its freight capacity into Guam. Servicing HNL/GUM/HKG once weekly, UPS now operates a B747-800F aircraft effective December 23, 2018. GIAA filed a Modification of Standards with the FAA to allow for the B747-800 (Airport design Group VI) operate on our airfield (Airport Design Group V). The 747-8 freighter carries 46 shipping containers: 34 on its main deck and 12 in its lower compartments. It has a cargo capacity of 307,600 pounds, or about 30,000 packages, and a range of 4,200 nautical miles. The increase in monthly revenue is estimated at $3.5K.

Air Service Development
Management and staff are preparing for meetings with airlines at Routes Asia, scheduled for March 9-12, 2019 in Cebu, PI. Follow up meetings and discussions with several prospective airlines and meetings with airport authorities are being scheduled to expand our nonstop network and capitalize on opportunities to key markets. GIAA is engaged with GVB and GEDA to ensure Guam’s business opportunities are effectively marketed to prospective airlines.

REGULATORY ISSUES

Federal Agency Visits
Meetings with key regulators to establish a baseline of communications with the new Executive Manager took place on February 22 – 23 in Honolulu. They include Jenel Cline, TSA Federal Security Director for
Guam, Gordon Wong, FAA Administrator with the Honolulu Airport District office and Richelle Takara, Asst Div. Administrator with the FHWA.

**Transit Passenger Processing**
Discussion on transit passenger routing out of the USCBP Hall to the TSA Security Checkpoint is underway, with operational plans centered on reinstating transit passenger flow through Door 202 on the left side of the USCBP hall and connecting to the TSA Checkpoint through a hallway. Coordination with stakeholders (TSA, CBP, and CQA) to obtain buy-in of the proposed construction is underway. The target date for commencement of construction is the week of February 18, 2019, barring any delays with procurement process.

**FINANCIAL ISSUES**
**Fiscal Year 2018**
Audit The Fiscal Year 2018 Financial Audit is pending liability and Other Post Employment Benefits (OPEB) from the Department of Administration/GovGuam Retirement. We anticipate the FY2018 Audit to be completed and presented to the Board of Directors on or before the March 2019 Regular Board Meeting.

**Revenue Bond Rating Update**
Moody’s Investor Services affirmed the Baa2 rating on A.B. Won Pat International Airport Authority, Guam (GIAA) senior General Revenue Bonds and has changed the outlook to stable from negative in its release to investors of January 14, 2019. Following this affirmation, Moody’s released a Credit Opinion on January 28, 2019 that states the Guam Airport’s credit rating on our senior general revenue bonds as Baa2 with a stable outlook. The January 28 release also advises investors on our credit strengths, challenges and ratings factors. A screenshot of the releases below:

**LEGISLATIVE ISSUES**
**Informational Hearing**
An Informational Hearing called by the Chairperson of the Legislative Committee on Air Transportation, Vice Speaker Telena Nelson, has been re-scheduled for Thursday, February 7, @ 10am at the Guam Congress Building. Discussions centered on the International Arrivals Corridor project.
Legislative Bills

Of the 27 new bills introduced by the 35th Guam Legislature, the following proposed bills have relevance to the Airport Authority:

Bill No. 11-35 introduced by Senator James C. Moylan on 1/7/19. An Act to create the “Expect More Act of 2019”, will require each agency and instrumentality of the Government of Guam to establish a Customer Service policy to be established and ratified by April 1, 2019. Provisions of the plan are detailed in the bill. A public hearing date has not yet been set by he Committee.

Bill No. 8-35, introduced by Senator Telo Taitague on1/7/19. An Act to amend...relative to Commercial Leasing of Public Real Property and Related Facilities. This bill extends commercial leasing of public property and facilities from the current 5 years, to 10 years. The bill also allows for Exceptional Term Contracts for longer leases, contracts, permits etc., that require a determination of need, approval of the Governor of Guam and the Guam Legislature within 60 days of filing with the Guam Legislature.

PROCUREMENT ISSUES

Procurement Delegation

The Airport received its Delegation of Procurement Authority from the General Services Agency on January 11, 2019. This allows the Authority to contract for supplies, materials and services as specified, and as defined in the Guam Procurement Regulations.

ANNOUNCEMENTS

- The legislative Oversight Chairperson, Vice Speaker Nelson has requested for a “Meet/Greet & tour of the facility. The tour planned will cover the planned TSA Expansion project, the impact of the 3rd Floor project, and the CQA area.
- A Legislative Resolution will be presented to the A.B. Won Pat International Airport Authority, Guam by Vice-Speaker Telena Nelson on February 4 @9:30am at the GIAA Board Conference Room. We encourage all Board members to attend.
January 28, 2019

MEMORANDUM

To: Mr. Ricardo C. Duenas
Chairman
GIAA Board of Directors

From: John A. Rios
Comptroller

Subject: Operating Results – Revenues and Expenses as of December 31, 2018

Attached herewith is GIAA’s Operating Results Report for the month ending December 31, 2018. This report summarizes the Budgeted versus Actual Revenues and Expenses for the month and year-to-date results ended December 31, 2018.

The key operating results for 3 month(s) of FY2019 ending December 31, 2018 – (in $000’s) are

<table>
<thead>
<tr>
<th>CATEGORY</th>
<th>Actual FY19 Current Month</th>
<th>YEAR-TO-DATE</th>
<th>FORECAST FOR FULL YEAR-FY19</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>Budget FY19 Y-T-D</td>
<td>Actual FY19 Y-T-D</td>
</tr>
<tr>
<td>Total Signatory Revenues</td>
<td>$ 2,955.5</td>
<td>$ 8,602.0</td>
<td>$ 8,321.2</td>
</tr>
<tr>
<td>Total Concession Revenues</td>
<td>$ 1,481.7</td>
<td>$ 4,776.8</td>
<td>$ 4,391.6</td>
</tr>
<tr>
<td>Total PFC’s</td>
<td>$ 702.5</td>
<td>$ 1,940.5</td>
<td>$ 1,750.5</td>
</tr>
<tr>
<td>Total Other Revenues</td>
<td>$ 1,418.1</td>
<td>$ 4,754.0</td>
<td>$ 4,398.0</td>
</tr>
<tr>
<td>Total Operating Revenues</td>
<td>$ 6,557.6</td>
<td>$ 20,273.3</td>
<td>$ 18,861.3</td>
</tr>
<tr>
<td>Total Operating Expenses</td>
<td>$ 3,442.9</td>
<td>$ 12,462.2</td>
<td>$ 10,502.6</td>
</tr>
<tr>
<td>Net Revenues from Operations</td>
<td>$ 3,114.9</td>
<td>$ 7,811.1</td>
<td>$ 8,358.6</td>
</tr>
<tr>
<td>Non-Operating Expenses</td>
<td>$ 44.9</td>
<td>$ 490.0</td>
<td>$ 326.8</td>
</tr>
<tr>
<td>Other Available Moneys/other sources of funds</td>
<td>$ 544.9</td>
<td>$ 1,690.0</td>
<td>$ 1,634.2</td>
</tr>
<tr>
<td>Net Debt Service Coverage</td>
<td>1.71</td>
<td>1.46</td>
<td>1.54</td>
</tr>
</tbody>
</table>
Year-to-date Total Signatory Revenues for the month ending December 31, 2018 are below Budgeted revenues by -5.5%. Signatory revenue estimates are based on projections submitted by Signatory airlines and adopted in the annual budget.

Year-to-date Total Concession Revenues are -8.1% below budget while Passenger Facility Charges are below the budget estimate by -9.8%.

Year-to-date Total Other Revenues, inclusive of non-signatory and non-airlines revenues, are below the budget estimate by -7.5%.

Year-to-date Total Operating Revenues actual of $18.9M is -7.0% below the budget estimate of $20.3M.

Year-to-date Total Operating Expenses are below budget by -15.7%. Components of this line item include a -17.6% decrease in Personnel Service, a -8.6% decrease in Contractual Services, a -85.1% decrease in Materials & Supplies and a 0% decrease in Equipment/Furnishings from budgeted amounts for these respective categories.

The actual year-to-date Net Revenues from Operations of $8.4M represents a 7.0% increase over the year-to-date budgeted amount of $7.8M.

Finally, our year-to-date results for Debt Service Coverage is at 1.54 versus the requirement of 1.25.

Should you have any questions, please contact me at your convenience.

Attachments

Cc: Board of Directors
    Executive Manager
    Deputy Executive Manager
    Airport Services Manager
    Airport Terminal Manager
GUAM INTERNATIONAL AIRPORT AUTHORITY

KEY OPERATING RESULTS ($000's)
As of December 31, 2018

<table>
<thead>
<tr>
<th>I. Signatory Airline Rents &amp; Fees</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Terminal Bldg Rentals</strong></td>
<td>$327,200</td>
</tr>
<tr>
<td><strong>Departure Fees</strong></td>
<td>$588,400</td>
</tr>
<tr>
<td><strong>Arrival Fees</strong></td>
<td>$583,600</td>
</tr>
<tr>
<td><strong>Immigration Inspection Fees</strong></td>
<td>$198,200</td>
</tr>
<tr>
<td><strong>Loading Bridge Use Fees</strong></td>
<td>$310,700</td>
</tr>
<tr>
<td><strong>Apron Use Fees</strong></td>
<td>$131,500</td>
</tr>
<tr>
<td><strong>Landing Fees</strong></td>
<td>$310,700</td>
</tr>
<tr>
<td><strong>Total Signatory Revenue</strong></td>
<td>$2,717,600</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>II. Operating Expenses:</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Personnel Services</strong></td>
<td>$1,693,100</td>
</tr>
<tr>
<td><strong>Contractual Services</strong></td>
<td>$2,443,500</td>
</tr>
<tr>
<td><strong>Materials &amp; Supplies</strong></td>
<td>$43,800</td>
</tr>
<tr>
<td><strong>Equipment/Furnishings</strong></td>
<td>$0,00</td>
</tr>
<tr>
<td><strong>Total Operating Expenses</strong></td>
<td>$4,180,400</td>
</tr>
</tbody>
</table>

| **Net income from Operations**   | $2,833,200 | $2,703,300 | $3,114,900 |

<table>
<thead>
<tr>
<th>Year to Date</th>
<th>Full Year Forecast</th>
<th>%Var</th>
</tr>
</thead>
<tbody>
<tr>
<td>Actual</td>
<td>Budget</td>
<td>Actual/Est</td>
</tr>
<tr>
<td>FY2018</td>
<td>FY2019</td>
<td>Bud Vs Act’l</td>
</tr>
<tr>
<td>%Var</td>
<td>FY2019</td>
<td>Bud Vs Act’l</td>
</tr>
<tr>
<td>%Var</td>
<td>FY2019</td>
<td>Bud Vs Act’l</td>
</tr>
<tr>
<td>%Var</td>
<td>FY2019</td>
<td>Bud Vs Act’l</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Concession Revenues</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Gen Mdse</td>
<td>$1,365,600</td>
</tr>
<tr>
<td>In-flight Catering</td>
<td>$67,800</td>
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<tr>
<td>Food &amp; Beverage</td>
<td>$92,000</td>
</tr>
<tr>
<td>Rental Cars</td>
<td>$122,200</td>
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<td>Other Concession Rev</td>
<td>$74,700</td>
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<tr>
<td><strong>Total Concession Revenues</strong></td>
<td>$1,722,300</td>
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<tr>
<td>Passenger Facility Charges</td>
<td>$652,500</td>
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<tr>
<td>Other Revenue</td>
<td>$1,921,200</td>
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<tr>
<td><strong>Total Operating Revenue</strong></td>
<td>$7,013,600</td>
</tr>
</tbody>
</table>

**Net income from Operations**

- **Current Month:** $2,833,200
- **Year to Date:** $3,114,900
- **Full Year Forecast:** $3,105,600
- **%Var:** 1.8%
### III. Other Revenues and Expenses

<table>
<thead>
<tr>
<th></th>
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</tr>
</thead>
<tbody>
<tr>
<td>Less: Non Operating Expense (Ret/DOI/OHS)</td>
<td>42.9</td>
<td>215.0</td>
<td>44.9</td>
<td>-79.1%</td>
<td>790.0</td>
<td>320.6</td>
<td>490.0</td>
<td>-33.3%</td>
<td>626.8</td>
<td>-20.7%</td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Add: Interest on Investments</td>
<td>97.1</td>
<td>84.8</td>
<td>0.0</td>
<td>-100.0%</td>
<td>1,017.5</td>
<td>191.3</td>
<td>254.4</td>
<td>-40.1%</td>
<td>915.6</td>
<td>-10.0%</td>
<td></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td>Net Revenues</td>
<td>2,887.4</td>
<td>2,573.1</td>
<td>3,070.0</td>
<td>19.3%</td>
<td>30,685.6</td>
<td>7,454.0</td>
<td>7,575.5</td>
<td>0%</td>
<td>31,294.4</td>
<td>2.0%</td>
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<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Add: Other Sources of Funds</td>
<td>0.0</td>
<td>33.3</td>
<td>14.9</td>
<td>0.0%</td>
<td>400.0</td>
<td>29.3</td>
<td>100.0</td>
<td>44.2</td>
<td>344.2</td>
<td>-14.0%</td>
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<tr>
<td>Add: Other Available Moneys</td>
<td>530.1</td>
<td>530.0</td>
<td>530.0</td>
<td>0.0%</td>
<td>6,360.1</td>
<td>1,590.4</td>
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<td>0.0%</td>
<td>6,360.1</td>
<td>0.0%</td>
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<tr>
<td><strong>Net Revenues and Other Available Moneys</strong></td>
<td><strong>3,417.5</strong></td>
<td><strong>3,136.5</strong></td>
<td><strong>3,614.9</strong></td>
<td><strong>15.3%</strong></td>
<td><strong>37,445.7</strong></td>
<td><strong>9,073.6</strong></td>
<td><strong>9,265.5</strong></td>
<td><strong>6.0%</strong></td>
<td><strong>37,998.7</strong></td>
<td><strong>1.5%</strong></td>
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<tr>
<td>Debt Service payments</td>
<td>2,120.5</td>
<td>2,120.0</td>
<td>2,120.0</td>
<td>0.0%</td>
<td>25,440.5</td>
<td>6,361.5</td>
<td>6,360.1</td>
<td>0.0%</td>
<td>25,440.5</td>
<td>0.0%</td>
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<tr>
<td>Debt Service Coverage</td>
<td>1.61</td>
<td>1.48</td>
<td>1.71</td>
<td><strong>15.3%</strong></td>
<td>1.47</td>
<td>1.43</td>
<td>1.46</td>
<td><strong>6.0%</strong></td>
<td>1.49</td>
<td><strong>1.5%</strong></td>
<td></td>
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<tr>
<td>Debt Service Requirement</td>
<td>1.25</td>
<td>1.25</td>
<td>1.25</td>
<td>0.0%</td>
<td>1.25</td>
<td>1.25</td>
<td>1.25</td>
<td>0.0%</td>
<td>1.25</td>
<td>0.0%</td>
<td></td>
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<tr>
<td>Enplanements</td>
<td>October</td>
<td>November</td>
<td>December</td>
<td>January</td>
<td>February</td>
<td>March</td>
<td>April</td>
<td>May</td>
<td>June</td>
<td>July</td>
<td>August</td>
<td>September</td>
<td>Total</td>
<td></td>
</tr>
<tr>
<td>-----------------------</td>
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<td></td>
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<tr>
<td>Projection per Budget FY 2019</td>
<td>157,551</td>
<td>160,972</td>
<td>172,607</td>
<td>170,142</td>
<td>152,811</td>
<td>164,175</td>
<td>138,541</td>
<td>144,226</td>
<td>144,896</td>
<td>148,545</td>
<td>154,340</td>
<td>143,065</td>
<td>1,851,871</td>
<td></td>
</tr>
<tr>
<td>FY 2017 Actual Enplanements</td>
<td>143,619</td>
<td>148,002</td>
<td>160,544</td>
<td>162,303</td>
<td>143,720</td>
<td>157,735</td>
<td>146,779</td>
<td>150,775</td>
<td>151,975</td>
<td>156,139</td>
<td>169,547</td>
<td>145,108</td>
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<td>FY 2018 Actual Enplanements</td>
<td>129,772</td>
<td>145,309</td>
<td>157,750</td>
<td>155,969</td>
<td>145,088</td>
<td>157,932</td>
<td>159,620</td>
<td>142,477</td>
<td>146,720</td>
<td>153,951</td>
<td>162,801</td>
<td>129,698</td>
<td>1,767,087</td>
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<tr>
<td>FY 2019 Actual Enplanements/Projection</td>
<td>137,359</td>
<td>149,055</td>
<td>164,554</td>
<td>170,142</td>
<td>152,811</td>
<td>164,175</td>
<td>138,541</td>
<td>144,226</td>
<td>144,896</td>
<td>148,545</td>
<td>154,340</td>
<td>143,065</td>
<td>1,811,709</td>
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</tr>
<tr>
<td>FY 2019 versus FY 2018 Monthly</td>
<td>5.85%</td>
<td>2.58%</td>
<td>4.33%</td>
<td>9.09%</td>
<td>5.32%</td>
<td>3.85%</td>
<td>-0.77%</td>
<td>1.23%</td>
<td>-1.24%</td>
<td>-3.51%</td>
<td>-5.20%</td>
<td>10.31%</td>
<td>2.53%</td>
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<tr>
<td>FY 2019 versus FY 2018 Cumulative</td>
<td>7,587</td>
<td>11,333</td>
<td>18,137</td>
<td>32,310</td>
<td>40,033</td>
<td>46,276</td>
<td>45,197</td>
<td>46,946</td>
<td>45,122</td>
<td>39,716</td>
<td>44,622</td>
<td>44,622</td>
<td>2.53%</td>
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<thead>
<tr>
<th>Enplanements</th>
<th>October</th>
<th>November</th>
<th>December</th>
<th>January</th>
<th>February</th>
<th>March</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>August</th>
<th>September</th>
<th>Total</th>
</tr>
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<tbody>
<tr>
<td>Actual Enplanements</td>
<td>137,359</td>
<td>149,055</td>
<td>164,554</td>
<td>170,142</td>
<td>152,811</td>
<td>164,175</td>
<td>138,541</td>
<td>144,226</td>
<td>144,896</td>
<td>148,545</td>
<td>154,340</td>
<td>143,065</td>
<td>1,811,709</td>
</tr>
<tr>
<td>Month to Month Increase/(Decrease)</td>
<td>11,696</td>
<td>15,499</td>
<td>5,588</td>
<td>-17,332</td>
<td>11,364</td>
<td>-25,633</td>
<td>5,685</td>
<td>3650</td>
<td>5,794</td>
<td>-11,275</td>
<td>-7,3%</td>
<td>-3.9%</td>
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<tr>
<td>Percentage Over/(Under) Forecast</td>
<td>-12.8%</td>
<td>-7.4%</td>
<td>-4.7%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
<td>0.0%</td>
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</tr>
<tr>
<td>Cumulative Total</td>
<td>(20,192)</td>
<td>(32,109)</td>
<td>(40,162)</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
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<thead>
<tr>
<th>Actual versus Forecast</th>
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<tbody>
<tr>
<td>Projection per Budget FY 2019</td>
</tr>
<tr>
<td>Actual Enplanements Over/(Under) Projection</td>
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</table>

<table>
<thead>
<tr>
<th>Fiscal Year 2019 Actual Enplanements versus Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>October</td>
</tr>
<tr>
<td>---------</td>
</tr>
<tr>
<td>Actual Enplanements FY 2019</td>
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<tr>
<td>Month to Month Trend</td>
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<tr>
<td>% Monthly versus Projection</td>
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<tr>
<td>CPE FY18</td>
</tr>
<tr>
<td>Actual CPE</td>
</tr>
</tbody>
</table>
RECOMMENDATION OF COUNSEL

TO: Board of Directors
ANTONIO B. WON PAT INTERNATIONAL
AIRPORT AUTHORITY, GUAM

CC: Mr. Thomas C. Ada
Executive Manager
ANTONIO B. WON PAT INTERNATIONAL
AIRPORT AUTHORITY, GUAM

FROM: Janalynn Cruz Damian
CALVO FISHER & JACOB LLP

DATE: January 18, 2019

SUBJECT: Executive Session

Pursuant to 5 GCA § 8111(c)(1), I hereby recommend that the Board of Directors of GIAA conduct an Executive Session at the next regularly scheduled Board meeting to discuss pending or threatened litigation to which GIAA is or may be a party.