

GSWA PERFORMANCE EVALUATION

Employee: Irvin Slike
Position: General Manager
Rating Period: October 2024 - September 2025
Reviewers: Minakshi V. Hemlani, Andrew M. Gayle

A. PERFORMANCE MARKERS FROM PRIOR EVALUATIONS

1. Work with all parties to finalize the Ordot Post Closure Plan

- Continues to work with all parties (Receiver, USEPA, DOJ, and GEPA) to develop an acceptable transition plan and complete consent requirements under receivership.

2. Implement Island Wide Collection to increase GSWA subscriber base

- Worked to identify new rate if undertaken with UFS and PUC consultant i.e. rate model suggests \$25 per month for all Guam users. Gov Guam would be responsible for paying GSWA the difference for lifeline users.
- Island Wide Collection bill passed in August 2025.

3. Convert GSWA's current diesel truck fleet to an electric truck fleet

- In 2024, GSWA's fleet included 3 electric vehicles.
- Electric charging stations are now operational. Extensive communication with ABB USA, ABB Asia, and FED GSA led to the shipment of replacement parts and installation software.
- Procurement of electrician, start-up chemicals and methanol storage tanks have resulted in a delayed start-up of biodiesel until Feb 2026.

4. Ensure GSWA has the correct rates in place to meet all current and future regulatory requirements

- Rates proposed to PUC were passed.

5. Renegotiation of the Rubbish Man Recycling Contract

- Continues to work with UOG, GEPA, and Rubbishman on establishing a recycling education program once 5 day trash and recycling is rolled out to existing customers.
- Through efforts to identify scrap automobile markets, a market for #1 PET plastic was discovered. Directed Guahan Waste to engage this market and include in current contract.

6. Establish infrastructure development plan for Layon Cells (possible solar farm)

- The infrastructure plan for Layon is stalled at AG's office. GSWA's procurement officer needs a fourth procurement training certificate before the AG will approve Phase 1 review.

7. Develop GSWA 5-year plan

- The rate model study submitted to the PUC contained a draft plan on cell construction and closure costs based upon smaller cells, which will be verified under EA contract and be the basis for Layon 5 year plan.
- Collection plan will be developed based upon issues/events with Alpine integration to take place in late 2024 and into 2025.
- This critical work is currently on hold pending AG approval.

Task Rating: Highly Satisfactory

B. SOLID WASTE MANAGEMENT

- Developed usage of time clock, absenteeism tracking, discipline and enforcement measures, and modified GFT contract to address excessive workforce absenteeism.
- There have been delays in fully utilizing Alpine tablets to improve routing due to staff absences and technical issues, but planning has been adapted. The result will create a GIS platform that will yield future efficiencies in collection and routing issues.
- Software purchased and staff received training and certifications in Fleet Management. The eventual assumption of day-to-day operation of Layon will benefit greatly from completion of these efforts.
- Waste tracking training from FEMA reimbursement has been carried forward to ensure proper revenue collection at Transfer Stations
- GSWA spent all of \$70k of \$10M in ARP funding received before the Dec. 2024 deadline.

Task Rating: Highly Satisfactory

C. CONTRACT MANAGEMENT/RENEGOTIATION

- Continued negotiations with Green Group regarding Layon transfer
- Fully funded RCRA Trust Fund, eliminating Pay in Plan

Task Rating: Highly Satisfactory

Overall Performance: Outstanding; Salary Increment Recommended

Goals & Objectives for 2026

- Section A
 - Successful Transition from Receivership for Ordot Operations
 - Island Wide Collection Implementation
 - Bio-diesel Program
 - Recycling Program Evaluation

- Internal Certifications for Procurement
- GWA Settlement re: Water Leak at Ordot
- Layon Operations transition from Green Group
 - Cell Closures
 - New Cell Development
- Section B
 - KPI Performance against Targets
 - Call center, Collections, Financial, etc.
 - Automated Side Loader Implementation for Efficiencies
- Section C
 - Review of all existing Contracts Post Receivership



 Minakshi V. Hemlani



 Andrew M. Gayle

Date: 10/7/2025

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My signature below indicates that I concur with this evaluation which was discussed with me on 10/7/, 2025.



 Irvin Slike

Date: 10/7/25