



2024 ANNUAL REPORT

MAPPING
OUR
IMPACT

PORT MANAGEMENT OFFICE OF AGUSAN



About the Cover

As an organization, all efforts are directed toward creating a lasting impact on both the organization's goals and the community's welfare. These actions serve as key drivers that collectively contribute to the organization's success.

This cover illustrates how these drivers reflect PMO Agusan's meaningful impact.



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Message from the Port Manager

This Annual Report for Calendar Year 2024 presents a comprehensive mapping of the collective efforts, measurable outcomes, and meaningful impacts achieved by the Philippine Ports Authority – Port Management Office of Agusan. Anchored on the theme “Mapping Our Impact,” this report encapsulates the strategic directions, operational gains, infrastructure accomplishments, environmental stewardship, fiscal performance, and social initiatives that have shaped the PMO’s journey throughout the year.

The report highlights significant progress across key areas: a 32.15% completion of the Masao Port Expansion and Improvement Project, a 96.58% maintenance fund utilization rate, a 10.03% increase in RoRo traffic, and an exceptional 99.99% client satisfaction rating. These achievements reflect PMO Agusan’s unwavering commitment to delivering responsive, efficient, and inclusive port services that uplift both the maritime industry and the communities it serves.

In 2024, PMO Agusan remained steadfast in its mission to serve with integrity and excellence. Through every milestone reached and every challenge navigated, the PMO has made intentional strides in mapping its impact—anchoring its efforts on data-driven decision-making, collaboration, and public service.



PMO Agusan has made substantial advancements in infrastructure development. The Masao Port Expansion and Improvement Project reached 32.15% completion by year-end, while the maintenance projects achieved an 84% physical completion rate, with 96.58% of the maintenance budget effectively utilized—reflecting the office’s commitment to resource efficiency and port reliability.

Security continued to be an enabler of PMO Agusan’s growth and innovation. Regular Port Management Advisory Council (PMAC) and Port Facility Security Advisory Committee (PFSAC) meetings enhanced inter-agency coordination, while the successful conduct of security drills, Maritime Security Awareness Trainings (MSATs), and the Basic Port Police Course significantly strengthened the preparedness and professionalism of the port’s security personnel. Recognition received by the port police officers during national training programs further affirmed their operational excellence.

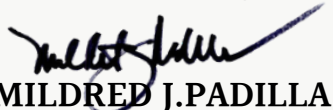
Operational performance illustrated resilience and adaptability. PMO Agusan recorded a 4.84% increase in passenger traffic and a 10.03% growth in RoRo activity, affirming strong demand and enhanced transport connectivity. Notwithstanding the decline in cargo throughput due to market fluctuations and shifts in port usage, shipcalls remained stable, and service optimization strategies were promptly implemented to ensure operational efficiency.

In 2024, PMO Agusan also prioritized its human resource. Through the hiring of new employees, promotion of internal talents, and implementation of capacity-building initiatives—including seminars on taxation, finance, defensive driving, and workplace housekeeping—the office continued to strengthen its human capital. The PMO CARES (Positive Mindset and Outlook: Cultivating Awareness, Resilience, and Emotional Support) program was also launched to champion employee well-being, mental health, and workplace productivity.

PMO Agusan remains a firm advocate for environmental and community-focused initiatives. From mangrove planting and upland reforestation to coastal clean-ups and emergency preparedness training, the PMO actively supports ecological preservation and disaster resilience. These efforts earned formal recognition from agencies such as DENR and DSWD, highlighting PMO Agusan’s role as a responsible and engaged public institution.

On the fiscal front, despite a 16.98% revenue shortfall due to cessation of operations of the two (2) major private ports, PMO Agusan successfully pivoted toward maximizing income from government-managed facilities. Government ports contributed ₱61.5 million—equivalent to 77.26% of total revenues—marking a strategic shift in operational focus. A 10% rise in “Other Income,” through expanded port services and streamlined permit issuance, further strengthened financial sustainability.

As the Philippine Ports Authority marked its 50th milestone anniversary in 2024, PMO Agusan takes pride in its meaningful contribution to this golden legacy—one defined by service, resilience, and nation-building. In mapping its impact over the years, PMO Agusan has not only developed infrastructure and facilitated trade, but also empowered communities, strengthened partnerships, and fostered a culture of excellence. As its journey continues, the PMO remains firmly committed to innovation, inclusivity, and operational excellence—ensuring that every port it manages serves as a vital link in advancing connectivity, economic opportunity, and sustainable national development.


MILDRED J. PADILLA
Port Manager

Drivers



These are key levers to the PMO's success—critical factors that contribute not only to its impact on the port community but also on a broader scale.



Infrastructure

Strategic infrastructure development, improvement and utilization of port infrastructure are key components in the delivery of services

To address infrastructure needs, surveys and consultations are conducted with stakeholders to identify infrastructure requirements. This proactive approach to planning ensures that all proposed projects align with operational demands and stakeholder expectations enabling efficient resource allocation and prioritization of port development initiatives by the PPA Top Management.

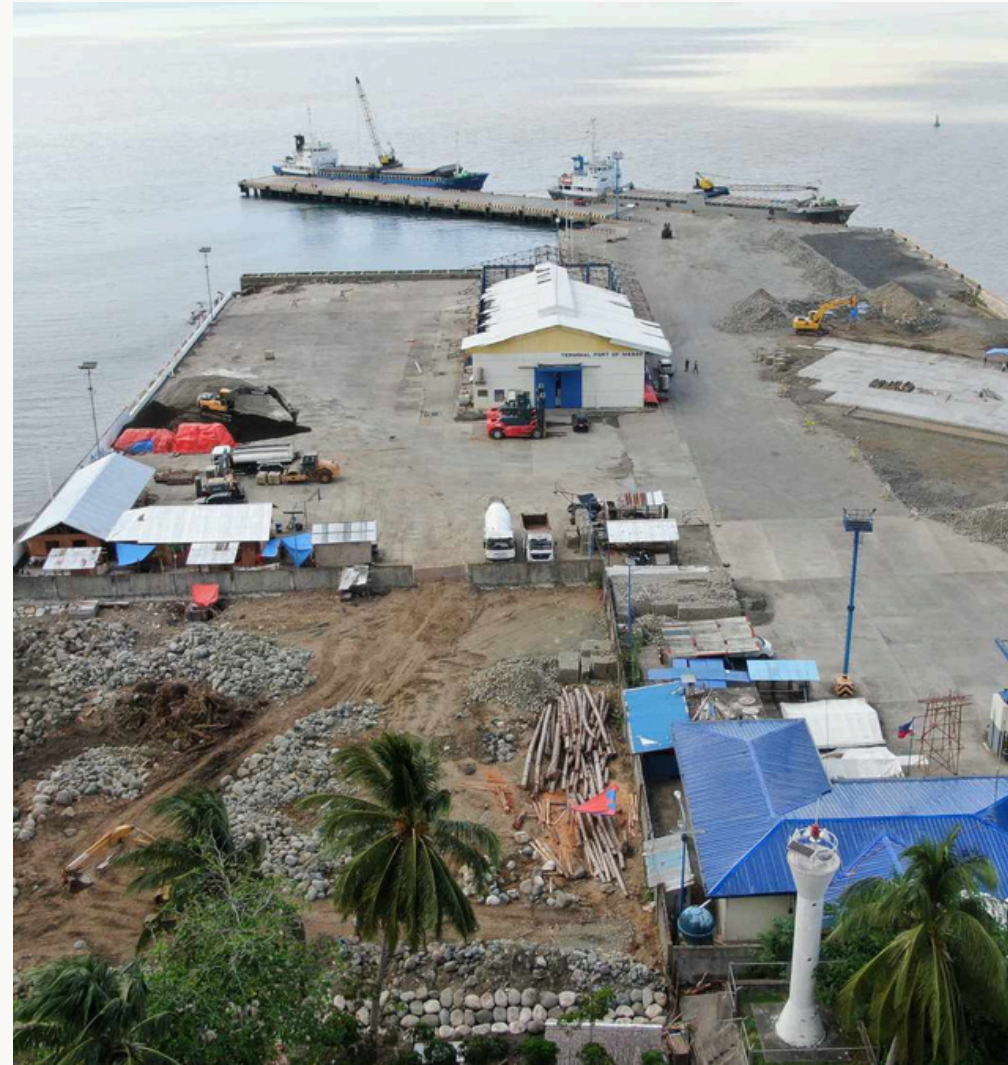




Capital Outlay Project Expenditure

Key ongoing CAPEX projects include the Masao Port Expansion and Improvement Project, which has reached 32.15% completion as of December 31, 2024, while, the Nasipit Port Expansion and Rehabilitation Project is in the pipeline for implementation in CY 2025. These projects are essential to accommodating increasing cargo and passenger traffic, improving port efficiency, and enhancing overall infrastructure resilience. The PMO continues to monitor and oversee the progress of these developments to ensure timely and quality execution.





Maintenance Projects

By the end of 2024, the PMO effectively utilized 96.58% of its maintenance budget, reflecting a highly efficient allocation of resources. This high fund utilization rate demonstrates the PMO's commitment to ensuring that port facilities remain in optimal condition and that maintenance repairs are conducted in a timely and effective manner.

Maintenance efforts include evaluating and addressing infrastructure requirements and achieving an 84% physical completion rate for projects implemented through ten (10) small-value contracts and sixteen (16) by-admin efforts.



Maintenance of Parking Area at POB Complex, Nasipit Port



Maintenance of Cargo Shed at Butuan Port



Maintenance of Green Areas at Nasipit Port



Maintenance of Perimeter Fence at Masao Port



Maintenance of POB Multi-Purpose Hall at Nasipit Port



Maintenance of Parking Areas at Masao Port



Security

Security is an enabler of growth and innovation.

Port Security protects and empowers people, processes, and information, so that the organization can function effectively, build trust, and sustain performance over time. As a community, the PMO collaborates with Local Enforcement Agencies and National Line Agencies to maintain peace and order within the port.



Port Management Advisory Council (PMAC) & Port Facility Security Advisory Committee (PFSAC)

The PMO regularly holds joint quarterly meetings of the Port Facility Security Advisory Committee (PFSAC) and the Port Management Advisory Council (PMAC). These gatherings bring together representatives from Law Enforcement Agencies (LEAs), key National Government Agencies (NGAs), and port stakeholders. They play a vital role in addressing concerns raised by the port community, particularly those related to port operations and security.





Maritime Security Awareness Training (MSAT)

Two successful Maritime Security Awareness Training (MSAT) courses were conducted in 2024, aimed at strengthening port security by increasing the awareness of port personnel regarding security protocols, vulnerabilities, and potential threats. The first session, held in March, was designed for security personnel with designated duties, while the second session in November targeted port facility staff with non-designated security responsibilities. The courses covered relevant regulations, inspection techniques, and best practices in port security.



Three (3) security drills and one (1) simulation exercise were conducted at both Baseport Nasipit and TMO Masao. These activities included tabletop exercises, drills focused on handling prohibited items, and man-overboard scenarios. Each exercise was designed to enhance the preparedness of port security personnel and improve their response time in the event of a real security incident.

Criminal Investigation Course (CIC)

In CY 2024, PMO Agusan's Port Police Officers actively participated in the Criminal Investigation Course (CIC) conducted by PNP PRO 13 to enhance their investigative skills and strengthen port security. PPO2 Vernajean E. Gadgode earned top 4 in Batch 3, reflecting her dedication and competence. Other participants included PPO2 Deo Chen C. Flores and PPO2 Godard S. Plaza (Batch 1), and PPO1 Willberth R. Baure (Batch 4). Their involvement highlights PMO Agusan's ongoing commitment to professional development and maintaining high security standards across port operations.



As part of its workforce development efforts, PMO Agusan sent its newly-hired Port Police Officers to the Basic Port Police Course in San Fernando, La Union, from July to August 2024. The training enhanced their port security capabilities. During the graduation, attended by PPA GM Jay Daniel R. Santiago, PPO1 Wilberth R. Baure received a Certificate of Academic Excellence, PPO1 Stephane B. Dagaraga earned the Top Gun Award (Rifle Male Category), and PPO1 Stella Edden G. Grondiano was recognized as a Marksman with the Pistol Classification Badge.



Security Activities

PMO Agusan remains steadfast in enhancing maritime security and personnel capabilities. By upholding international standards, conducting continuous training, and enforcing laws effectively, it ensures safe port operations in Agusan del Norte. Its vigilant measures and strong collaboration with Law Enforcement Agencies (LEAs) play a crucial role in maintaining a secure port environment.





Port Performance Metrics

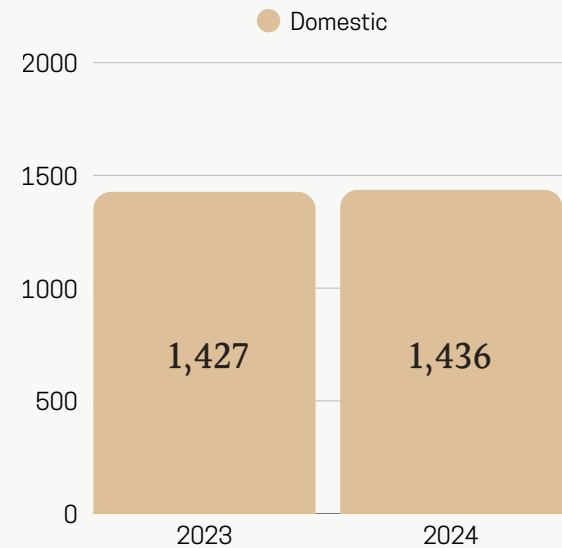
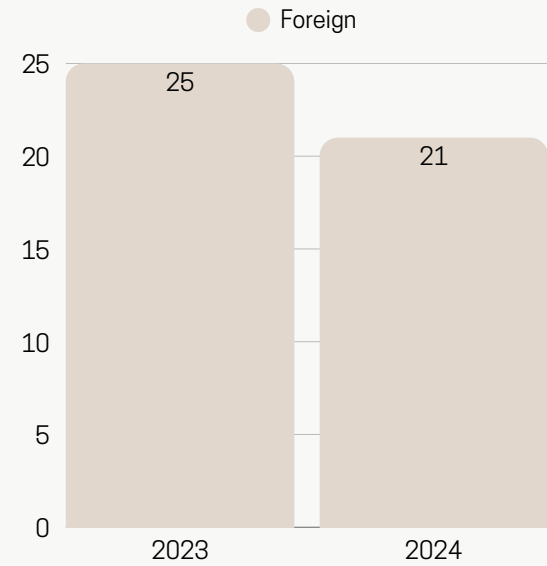
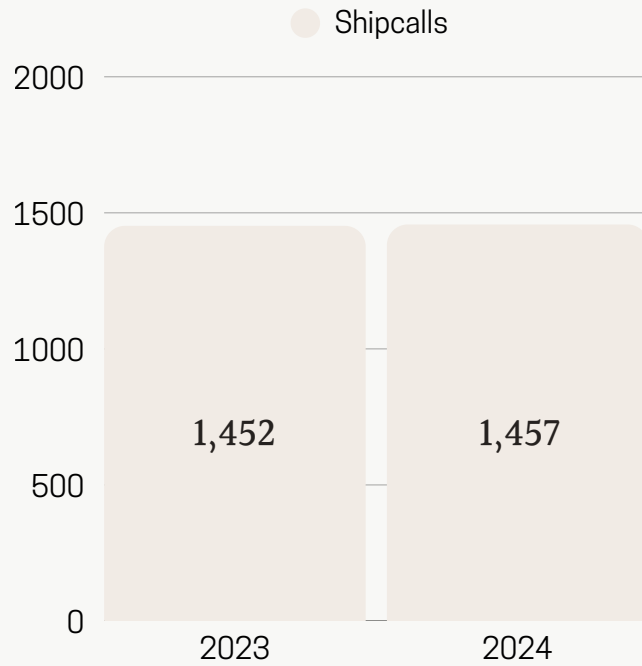
Shipcalls, Cargo throughput and passenger traffic are key determinants used to inform, influence, and even transform an organization's direction and priorities.

These are key performance indicators of progress in the maritime industry.

Shipcalls

Reflecting on the PMO's performance in 2023 versus 2024 highlights the significant progress and strides the organization has made.

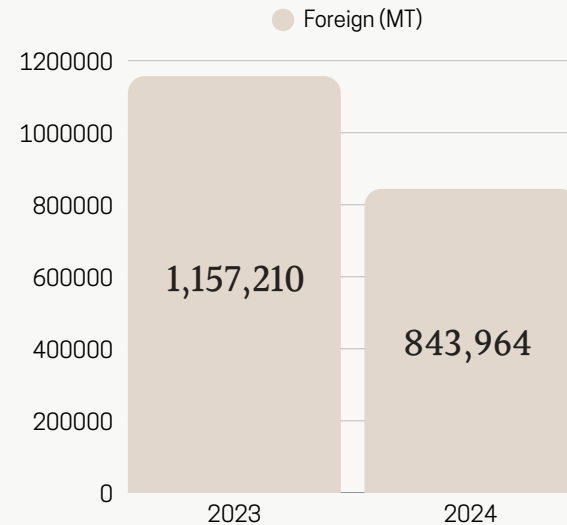
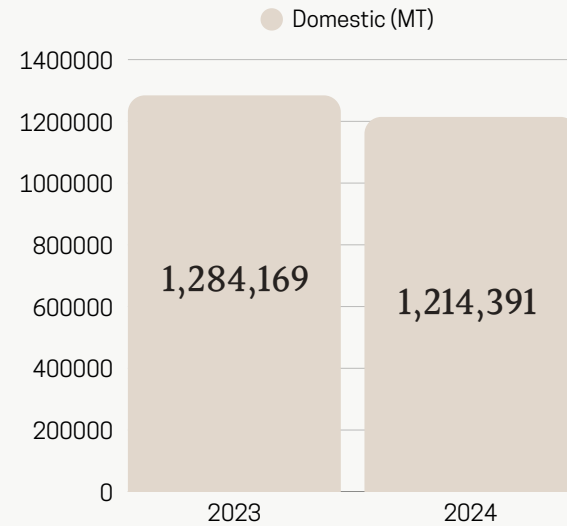
Domestic ship calls increased by 0.63%, primarily due to the rise in the number of weekly trips by shipping lines such as Cokaliong, Starlite, Lite Ferry, and 2Go at Baseport Nasipit.



Cargo Throughput

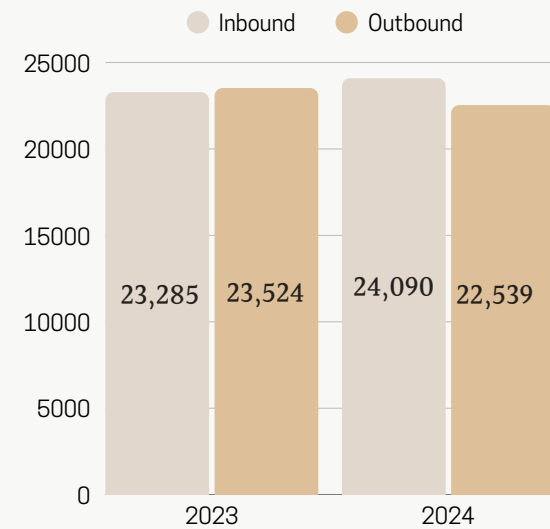
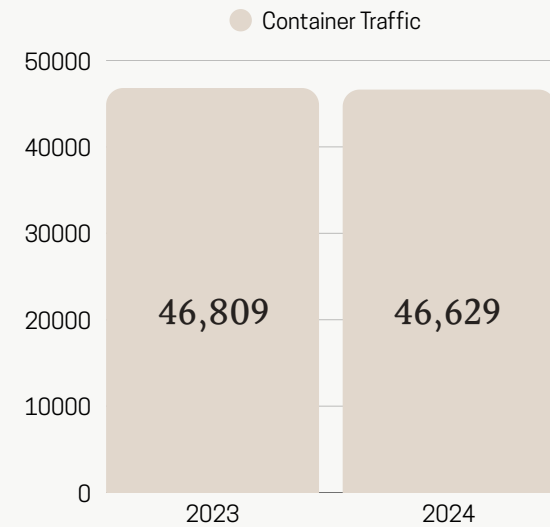
Domestic cargo decreased by 5% due to the cessation of operations at other government ports that previously handled sand and gravel commodities. Additionally, the increase in RORO Type 4 vehicles transporting goods, which are not included in the total cargo throughput, contributed to the decline.

Foreign Cargo decreased by 27.07% due to the cessation of AMVI's operations and the minimal transport of nickel ore by SRMI, driven by low demand for low-grade ore in the international market.



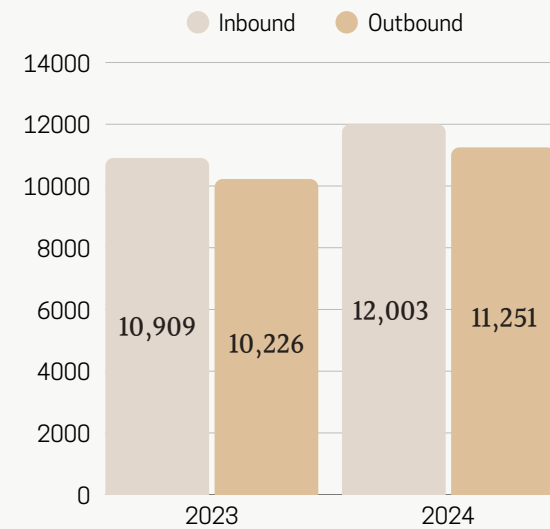
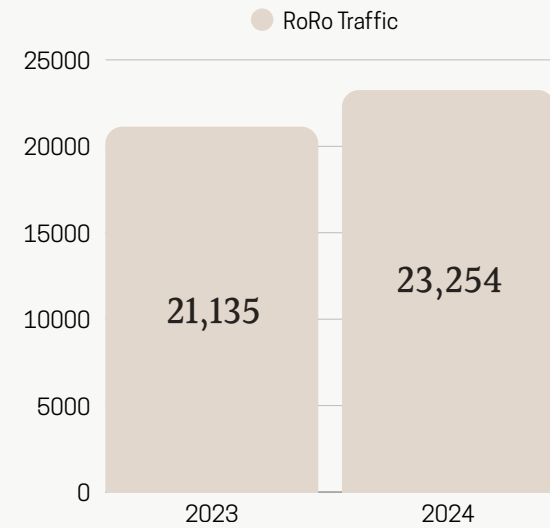
Container Traffic

Container traffic decreased slightly by 0.39%, primarily because some shippers opted to use Rolling Vehicle Type 4, despite an increase in weekly containerized vessel calls.



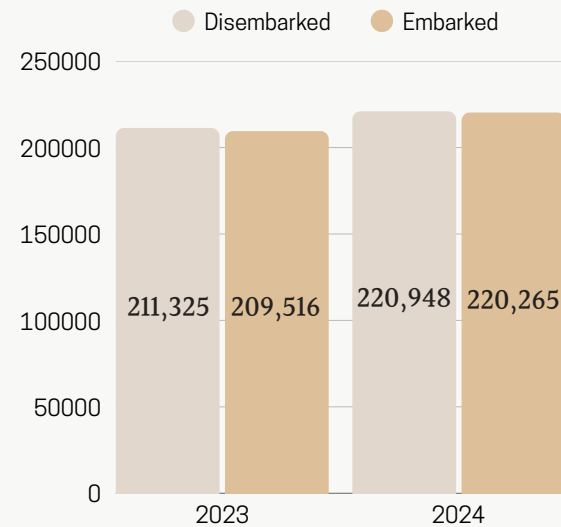
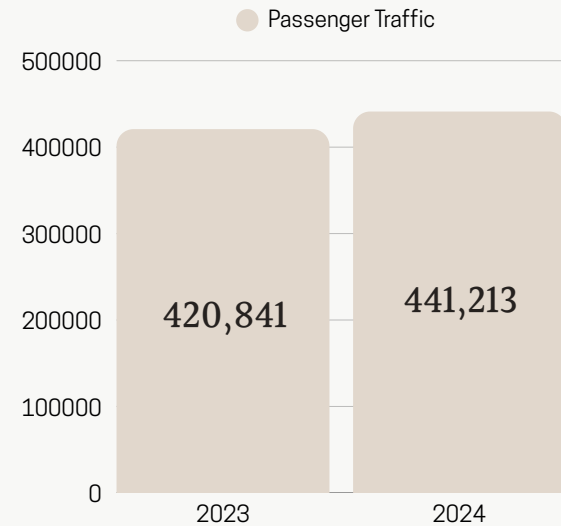
RoRo Traffic

RoRo traffic increased by 10.03%, as most shippers and consignees preferred transporting their cargoes/items directly via RoRo Vehicle Type 4, offering less hassle. Additionally, the rise in trips by RoRo vessels, such as Starlite, Lite Ferry, Cokaliong, and 2Go, contributed to accommodating a larger number of RoRo vehicles.



Passenger Traffic

Passenger traffic increased by 4.84% compared to CY 2023, driven by the lifting of all pandemic-related restrictions. This encouraged more people to travel, further supported by favorable weather conditions and an increase in available trips, offering travelers greater convenience and more options.





Environment & Safety

Environmental responsibility and workplace safety from being just compliance checkboxes to becoming core levers of operational excellence, efficiency, and resilience.

Embedding environmental sustainability and safety practices deep into daily operations – not as add-ons, but as integral factors in decision-making, performance, and innovation.

The PMO commits to full fledged environmental protection while championing in port safety.



Mandatory Waste Segregation Briefing

November 29, 2024. Waste Segregation Briefing at the PMO Multipurpose Hall, actively attended by utility workers. The briefing emphasized proper waste practices, highlighting source segregation and the effective use of Material Recovery Facilities (MRFs) to promote environmental sustainability within the port community.

Mangrove Planting at San Roque Beach, Brgy. Punta

March 23, 2024. Planting of 200 mangrove propagules at San Roque Beach, Barangay Punta, as part of PMO's ongoing effort to promote environmental conservation and protect coastal ecosystems.





Garden of Innovation: The Smart Workplace Garden Competition

June 18, 2024. Launching of Garden of Innovation led by Port Services Division, at the POB Multi-Purpose Hall with full staff participation. The initiative promotes sustainability, creativity, and teamwork by encouraging employees to design eco-friendly garden spaces, reflecting PMO Agusan's commitment to a greener and more engaging workplace.

International Coastal Clean-Up at Masao Port

September 21, 2024. Celebration of the MANA Mo, PMO Agusan led the International Coastal Clean-Up at the beachfront of Masao Port. This initiative brought together volunteers and local stakeholders to actively participate in cleaning and preserving the coastal area, reinforcing the importance of collective efforts in maintaining clean and sustainable marine environments.





PMO-Agusan and GATI Upland Tree Planting: Care for Nature

April 24, 2024 . Upland Tree Planting Activity with Globalports Agusan Terminal, Inc., and CENRO Nasipit at Mt. Kasunugan, Brgy. Amontay, Nasipit, planting 800 Mangium trees. This initiative, part of World Earth Day 2024, encourages the maritime community to embrace environmental responsibility and actively participate in nature preservation efforts.

PMO-Agusan Joins Brgy. Talisay Bloodletting Activity

July 4, 2024. Blood donation drive in partnership with Barangay Talisay aimed at supporting local healthcare needs. This collaborative effort demonstrated the shared commitment of both organizations to contribute to the well-being of the community.





Man Overboard Exercise

July 30, 2024. To enhance maritime safety and operational readiness a Man Overboard Exercise was held at Nasipit Port. The exercise involved the Philippine Coast Guard (PCG), Lite Ferry 15, MDRRMO Nasipit, PMO Agusan, GATI, and the Port Police Division, strengthening inter-agency coordination and reinforcing safety and security standards within the port and surrounding areas.

Emergency Operations Center (EOC) Management Training

October 7 to 9, 2024. Emergency Operations Center (EOC) Management Training at the TMO-Butuan Activity Center. The training focused on improving emergency response coordination and enhancing disaster preparedness, ensuring personnel are well-equipped to handle emergencies efficiently.





Fire & Earthquake Drills

Throughout CY 2024, the PMO Agusan RDRRMC focal person and representatives actively participated in the quarterly full council meetings of the RDRRMC, as well as in various undertakings and activities organized by the Municipal DRRMC. Their involvement ensured effective coordination and collaboration in disaster risk reduction and management efforts, contributing to the strengthening of local disaster response mechanisms and preparedness initiatives.





Revenue Efforts

A strategic concept that focuses on how proactive revenue generation and optimization initiatives directly influence a company's financial strength and sustainability.

Regular Conduct of Berthing Meetings

Over the past year, the port successfully accommodated the arrival of four foreign vessels carrying imported rice, helping to ensure a steady supply of this essential commodity. This accomplishment highlights the port's strategic role in supporting national food security and strengthening its position as a key maritime hub.

Berthing meetings for the arrival of foreign vessels were actively participated in by all concerned government agencies and stakeholders, ensuring coordinated and efficient operations.





Coordination Meetings with Stakeholders

PMO Agusan initiated and conducted quarterly coordination meetings with the Port Terminal Management Operators (PTMO) of the Ports of Nasipit and Masao to discuss port management strategies and enhance customer satisfaction.

In addition, meetings with other port stakeholders were held to explore potential services that could benefit the port community.



Other Income Efforts

By the end of 2024, ESD effectively utilized 96.58% of its maintenance budget, reflecting a highly efficient allocation of resources. This high fund utilization rate demonstrates the PMO's commitment to ensuring that port facilities remain in optimal condition and that maintenance repairs are conducted in a timely and effective manner.





Manpower Complement

The manpower complement is a critical factor in achieving organizational objectives. More than just staffing roles, it involves strategically aligning skilled personnel with the organization's goals to ensure efficiency, productivity, and adaptability. A well-managed workforce supports essential operations, improves service delivery, and fosters innovation and ongoing development.

Through effective manpower planning and resource management, the PMO is better equipped to address challenges, capitalize on opportunities, and sustain long-term success.

Newly Hired Employees

During the year, the PMO hired six additional employees, bringing fresh energy and strengthening the organization's overall synergy and capacity.

- Jamie Aster Mirah P. Durano – Project Planning and Development Officer A
- Kyra Mae B. Castillon – Collection Representative
- Stephane B. Dagaraga – Industrial Security Officer
- Stella Edden G. Grondiano – Industrial Security Officer
- Leonilo T. Desoloc Jr. – Corporate Budget Analyst
- Cynthia Mae E. Arpon – Cashier B



Promotions

Seven (7) employees were promoted during the year, taking their oath of office as they assumed key positions within the PMO.

- Lemuel Ian T. Moralda – Division Manager A (Port Services)
- Samuel G. Razon – Division Manager A (Port Police)
- Bernelou A. Joven – Executive Assistant A
- Maria Margarita G. Calo – Corporate Finance Service Chief
- Iraida P. Melgo – Senior Terminal Operations Officer
- Paul Michael C. Sanda – Clearing Officer IV
- Deo Chen C. Flores – Civil Security Officer B



People Driver



Capacity Building

Empowering people through capacity building is essential to driving meaningful and sustainable organizational development. By investing in the skills, knowledge, and competencies of employees, organizations not only enhance individual performance but also strengthen their overall ability to adapt, innovate, and thrive in a rapidly changing environment. Capacity building fosters a culture of continuous learning, leadership, and accountability—laying the foundation for long-term growth and resilience.

In today's competitive landscape, the PMO prioritizes the development of its employees to enhance its ability to achieve strategic goals and deliver lasting impact.



Seminar on Hypertension

May 10, 2024 . Seminar on hypertension prevention was held and attended by 53 regular, Contract of Service and security personnel,. The activity aimed to raise awareness, promote healthy lifestyles, and help manage hypertension risks.

BIR Orientation for COS Personnel

January 30, 2024. BIR Orientation for 67 COS Personnel, was held to improve understanding of taxation, promoting accurate submissions and accountability. The training supports the PMO's ongoing efforts to strengthen workforce skills and knowledge.





Accounting for Non-Accountants Workshop

September 25–26, 2024 & October 16–17, 2024. Accounting for Non-Accountants Workshop held in two batches participated by 32 personnel with the aim to enhance the financial skills and provide non-accounting staff with essential knowledge to support the Finance Division and helped participants pass qualifying exams for vacant finance positions. This upskilling initiative supports PMO's ongoing capacity-building and commitment to continuous learning.

Housekeeping Training

November 26–27, 2024. Housekeeping training attended by 23 COS personnel aimed to build skills in cleanliness, organization, and maintenance. Aligned with industry standards, the session served as preparation for NCII certification and is part of PMO's upskilling efforts to boost employability, career readiness, and workplace efficiency.





Defensive Driving Training

October 15–21, 2024. Defensive Driving Training participated by 20 PMO personnel (9 regular, 11 COS), focusing on road safety and driving skills. Participants earned their NCII in Defensive Driving, enhancing qualifications and supporting PMO's commitment to safety, upskilling, and operational excellence.

7S of Housekeeping Orientation

September 27, 2024. 7S Housekeeping Orientation attended by 28 regular and 17 COS personnel, focused on the practical application of 7S principles in the workplace. The session aimed to boost efficiency, cleanliness, and safety, supporting PMO's efforts to enhance operational standards and promote a culture of discipline and order.



Impact



Impact of an organization refers to the tangible and intangible effects it has on its stakeholders, community, industry, and broader society.



Customer Satisfaction

When customers are satisfied, it reflects positively on service quality, operational efficiency, and brand trust—key elements that contribute to long-term success. Ultimately, a strong focus on customer satisfaction not only enhances external relationships but also fosters internal growth, innovation, and a culture of continuous improvement.

Customer Satisfaction is the very core of Public Service. Meeting customer's needs and hearing their concerns is the PMO's utmost priority.



Enhanced Customer Experience

Customer satisfaction is the top priority of the PMO, driving all its initiatives and service delivery efforts. Ensuring a seamless and positive experience for clients within the port is at the core of the PMO's mandate. This commitment is clearly reflected in the 2024 ARTA Client Satisfaction Survey results, where the PMO achieved an outstanding 99.99% satisfaction rating across all external and internal services, as outlined in the Agency's Citizens' Charter.

The PMO continues to enhance the passenger experience during adverse weather events, demonstrating its dedication to client welfare even under challenging conditions. It actively coordinates with government agencies, local enforcement units, and private organizations to provide PPA Lugaw, hot meals, and assistance to stranded passengers, reinforcing its role as a responsive and client-focused public service provider.





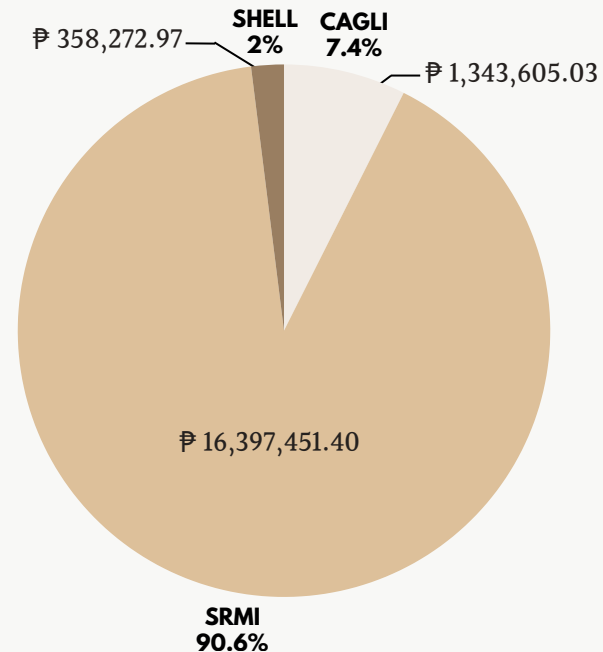
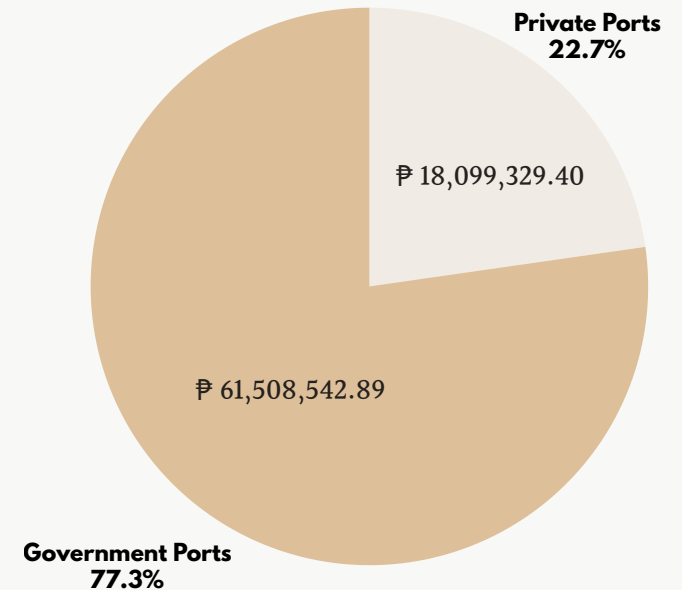
Revenue

Revenue serves as a key indicator of an organization's fiscal impact and overall financial health. It reflects the organization's ability to generate income through its operations and services.

Revenue per Terminal

PMO Agusan fell slightly short of its annual revenue target by 16.98%, primarily due to the cessation of operations at two major private ports—Agata Processing Inc. (API) and Activus Dredging and Reclamation Services (ADRS)—which had historically been key contributors to the PMO's income.

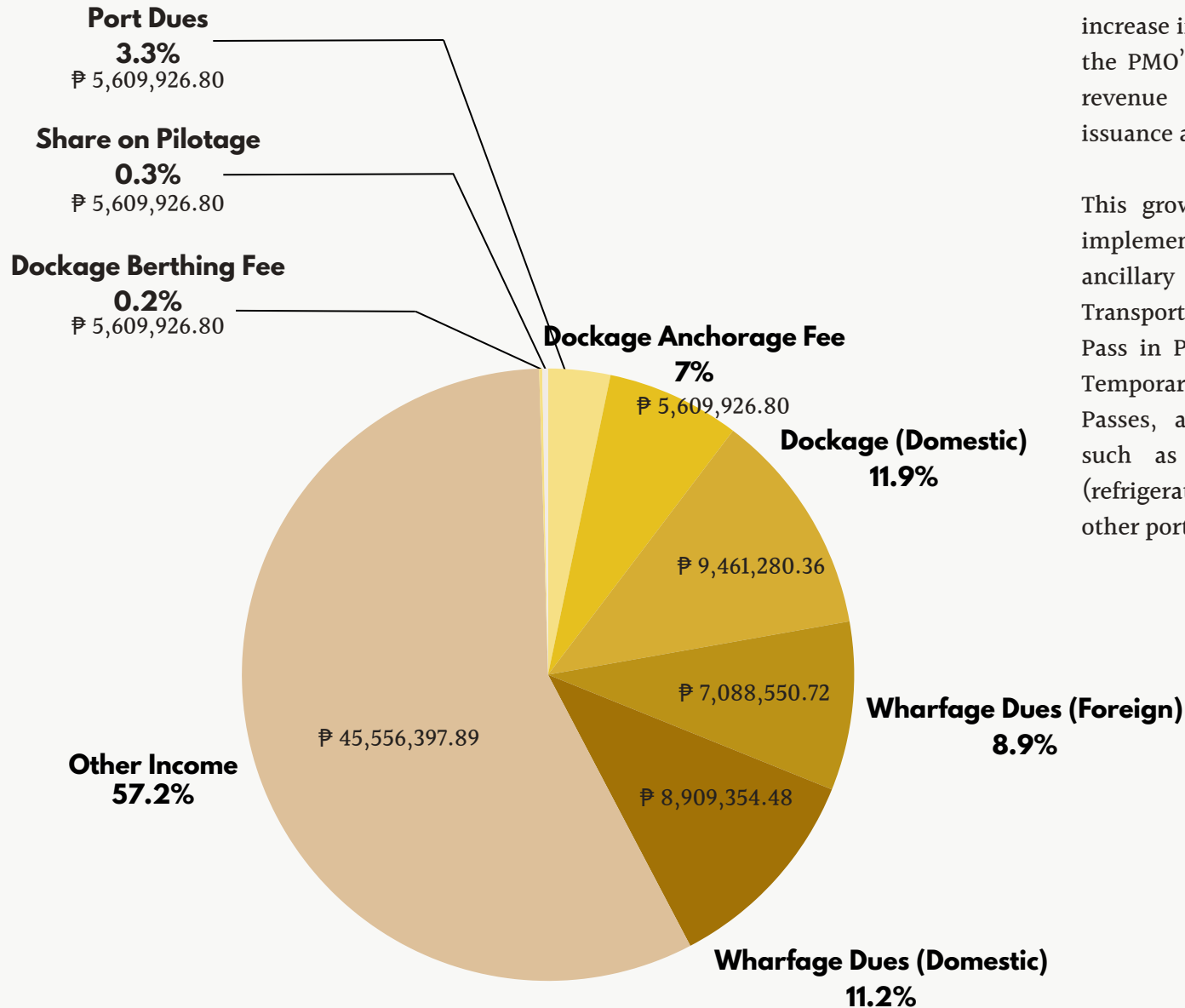
Despite this challenge, the PMO demonstrated resilience and determination by implementing strategic initiatives to boost revenue from government ports. While private ports have traditionally been the primary revenue drivers, this year marked a significant shift. Government ports generated an impressive ₱61,508,542.89, accounting for 77.26% of the total revenue, while private ports contributed ₱18,099,329.40 or 22.74%.



Revenue per Tariff

As revenue from other tariff items declined during the year, the 10% increase in "Other Income" highlights the PMO's proactive efforts to boost revenue through enhanced permit issuance and expanded port services.

This growth reflects the successful implementation of policies related to ancillary service permits on Transport Accreditation Permit and Pass in Ports (TAPPPS), Annual and Temporary Pedestrian and Vehicle Passes, as well as new initiatives such as the provision of reefer (refrigerated container) services and other port-related offerings.





Inter Agency Relations

Strong inter-agency relations play a crucial role in generating positive social impact by fostering collaboration, improving service delivery, and promoting inclusive development. When government agencies, local government units, and other stakeholders work together effectively.

PPA National STATikTok Infomercial Contest

The PMO, through its Port Services Division, was named National Winner of the STATikTok Infomercial Contest with its entry, "Digitalizing Port Statistics for Smarter Trade." The three-minute video highlighted Nasipit Port's key commodities and the iPORTS system, emphasizing the role of digital tools in making port data more accessible via the PPA website. The award was announced during the 35th National Statistics Month opening on October 1, 2024, at Luxent Hotel, Quezon City, with the formal awarding held on October 29 at the Watergate Hotel, Butuan City.



Save Masao River Movement

On May 11, 2024, 96.7 Brigada News FM Butuan awarded a Certificate of Recognition to PPA PMO Agusan at Brgy. Lumbocan Covered Court for its support of Brigadahan ITahanan Pahinabangay 2024 ("Save Masao River Movement"). The initiative promotes environmental awareness, community involvement, and long-term stewardship.



Safety & Environmental

Safety and environmental initiatives generate significant social impact by directly improving public health, community well-being, and quality of life.

Strengthening Community Resilience is the utmost goal. Environmental protection efforts, such as disaster risk reduction and climate adaptation, help communities better withstand natural hazards and recover more quickly.



DENR Caraga Award

Certificate of Commendation and Token were awarded by the Department of Environment and Natural Resources (DENR) Caraga on June 28, 2024, during the DENR Anniversary and Environment Month Celebration at the DENR Learning Center, Ambago, Butuan City, in recognition of the PMO's efforts in environmental protection and management, as well as its commitment to the welfare of the maritime community through various environmental programs. (See Photos 5-7)

Mga Kwentong KLIMA-likasan Tungo sa Katatagan: A Climate and Disaster Resiliency Recognition Awards

Certificate of Participation was awarded by the Department of Environment and Natural Resources (DENR), in partnership with Globe, in recognition of the effort, dedication, and commitment demonstrated throughout the submission process for the “Mga Kwentong KLIMA-likasan Tungo sa Katatagan: A Climate and Disaster Resiliency Recognition Awards,” presented on November 21, 2024.





Disaster Response

Certificate of Appreciation was presented by DSWD Field Office Caraga to PPA PMO Agusan on January 23, 2024, at MSC Center for the Poor Inc., Imadejas, Butuan City, in recognition of its unwavering commitment, dedicated service, and exemplary support in disaster response efforts in the Caraga Region.

Certificate of Appreciation was presented by DSWD Field Office Caraga to PPA PMO Agusan on September 3, 2024, during the Regional Disaster Response Management Conference (RDRRMC) at Almont Inland Resort, Butuan City, in recognition of its Page 2 of 11 unwavering dedication, exceptional service, and exemplary support in advancing the disaster operations of DSWD Field Office Caraga. This acknowledgment highlights PPA PMO Agusan's crucial role in facilitating timely and effective response efforts, further strengthening the region's capacity to address disaster-related challenges.





Port Community

The port community plays a vital role in generating positive social impact by serving as a hub for economic activity, social development, and environmental responsibility.



PMAC Resolution on Ticket Scalping

The endorsement of PMAC/PFSAC Resolution No. 02-2023, titled "A Resolution Fully Supporting the Ongoing Initiative of the Local Government of Nasipit to Issue an Ordinance Penalizing Persons Involved in Passenger Ticket Scalping Activities at the Port of Nasipit," led to the enactment of LGU Ordinance No. 014, Series of 2024, "An Ordinance Prohibiting the Scalping of Passenger Vessel Tickets at Nasipit Port and Providing Penalties for Violations Thereof."

Tree and Mangrove Planting by the Port Community

In compliance with PPA AO 14-2020, PMO, in partnership with Port Terminal Operators and Service Providers, planted 1,183,639 trees and mangrove propagules in 2024. This joint effort promotes sustainability, biodiversity, and climate change mitigation through ecosystem restoration in key areas, including coastal zones.



*Organizational
Development*



PMO Cares

The P.M.O. C.A.R.E.S. program—which stands for Positive Mindset and Outlook: Cultivating Awareness, Resilience, and Emotional Support—aims to promote employee wellness, focusing on physical, mental, and emotional well-being.

The program demonstrates the PMO's commitment to fostering a positive and healthy work environment. Moving forward, it will continue to support activities that enhance employee well-being and encourage both personal and professional growth.



PMO CARES Launching

In line with PPA MC 01-2024 and Valentine's Month, PMO launched the PMO CARES program (Positive Mindset and Outlook: Cultivating Awareness, Resilience, and Emotional Support) on February 5, 2024. The initiative promotes mental health, resilience, and emotional support to strengthen staff well-being and foster a supportive work environment. Activities include health awareness, fitness check-ups, recreational events, mental health support, and spiritual enrichment throughout the year.

Fun Run

July 31, 2024. In celebration of the PMO Anniversary, PMO CARES organized a Fun Run with 150 participants from PMO personnel, GATI, LCT Meiling, Starlite Ferry, the Philippine Navy, and other port stakeholders. The event promoted physical health, teamwork, and unity within the port community, emphasizing the importance of partnership in fostering wellness and a supportive work environment.





Stress Management and Spiritual Enhancement Seminar

August 2, 2024. Stress management and spiritual well-being seminar was held for 51 regular personnel, offering practical tools to enhance mental health and resilience. The activity supports the PMO's commitment to holistic wellness and overall workforce well-being.

Hyperglycemia/Diabetes Awareness Training

November 19, 2024. Hyperglycemia/Diabetes Awareness Training was conducted for 54 PMO personnel (38 regular, 16 COS), focusing on early detection, prevention, and management. The session aimed to raise awareness, promote healthier lifestyles, and support the PMO's ongoing health and wellness initiatives.





Gender and Development

Gender and Development (GAD) initiatives have a significant impact to the organization by fostering inclusivity, equity, and empowerment. When embedded in institutional policies and practices, GAD helps create inclusive work environments, enhances employee well-being, empowers the workforce, and supports more informed and balanced decision-making.



National Women's Month Celebration

In celebration of National Women's Month in March 2024, PMO Agusan implemented various initiatives to support and promote women's empowerment.

- Priority Lane for Women
- Distribution of 130 travel kits to women passengers
- Men Opposed to Violence Everywhere (MOVE) Orientation
- Men Opposed to Violence Everywhere (MOVE) Election
- Women's Bazaar





International Men's Day

In celebration of International Men's Day on November 19, 2024, PMO held a Pamper Day for all male personnel. The event recognized their contributions in the workplace and their role in supporting efforts to end violence against women (VAW). Alongside promoting self-care and relaxation, it emphasized the importance of men's active involvement in creating a safe, respectful, and inclusive environment.

Men's Reproductive Health Awareness Seminar

November 18, 2024. Men's Reproductive Health Awareness Seminar was conducted for 34 male personnel (20 regular, 14 COS), aimed at promoting proactive healthcare, self-care, and a better understanding of men's reproductive health for overall well-being.





Sexual Harassment Awareness Seminar

November 19, 2024. The seminar was attended by 35 participants (25 male and 10 female), including 32 regular and 3 COS personnel, the session aimed to educate staff on identifying, preventing, and addressing workplace harassment, while promoting a safer and more respectful work environment.

Seminar on Bawal Bastos Law & Gender Fair Language

December 3, 2024. Seminar on the Bawal Bastos Law and Gender-Fair Language was conducted for women and frontline staff, attended by 40 participants (12 regular and 28 COS personnel). The session aimed to raise awareness about the Safe Spaces Act and to promote inclusive, respectful language in the workplace, fostering gender sensitivity and legal compliance."



*Organizational
Development*



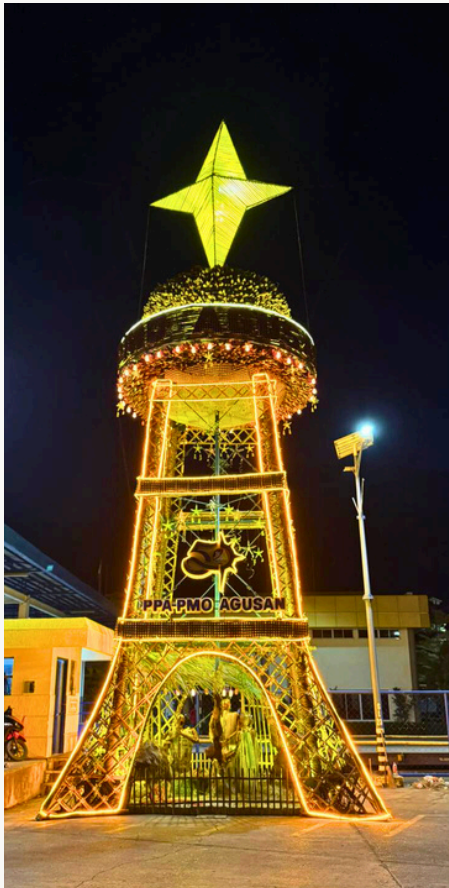
IPPA 50th Anniversary

This golden milestone reflects the dedication of our leaders, employees, stakeholders, and port communities whose collective efforts have shaped our legacy. We take pride in what we have achieved—and remain committed to a future marked by innovation, resilience, and inclusive development.

Gift Giving



In celebration of the Philippine Ports Authority's 50th Anniversary, PMO Agusan, in partnership with DSWD Caraga, reached out to indigenous families in Brgy. Jaguimitan, Nasipit. A total of 30 families received grocery packages, clothes, medicines, and books donated by employees and port stakeholders.



Roadtrip Wellness 2024





Steerer

Stands at the rear (stern)

Controls the direction of the boat with a long steering oar

Also helps with commands and maintaining safety



MILDRED J. PADILLA
Port Manager

PMO Officers



LEXTER-LOU V. SEVILLA
Division Manager A
Engineering Services



LEMUEL IAN T. MORALDA
Division Manager A
Port Services



SAMUEL G. RAZON
Division Manager A
Port Police



FLORIAN E. VALDEZ
Division Manager A
Administrative Services



ATTY. KAHLIL L. LAMIGO
Acting Division Manager A
Administrative Services
Until July 15, 2024



MA. MARGARITA G. CALO
Acting Division Manager A
Finance Division



ROBERTO C. AMPER
Acting Terminal Manager
TMO MASAO



IRAIDA P. MELGO
OIC - Terminal Manager
TMO Butuan

Finance Division



Maria Margarita G. Calo – Acting Division Manager
Pilipinas P. Sibayan – Acting Corporate Finance Services Chief
Blanca A. Albit – Acting Senior Corporate Accountant
Carlos A. Yamba – Cashier A
Paul Michael C. Sanda – Clering Officer IV
Leonilo T. Desoloc Jr. – Corporate Budget Analyst A
Jenet Ann H. Eway – Senior Accounting Processor B
July Grace B. Paloma – Cashier B
Alma A. Loquias – Cashier B
Cynthia Mae E. Arpon – Cashier B
Alden B. Abrao – Collection Representative A
Kyra Mae B. Castillon – Collection Representative A

Support Staff:

Mary Ann G. Alcober – Cashiering Assistant
Hazel M. Alejandrino – Clearing Officer II
Jessie L. Alvarez – Cashiering Assistant
Gabriel Q. Dapar – Clerk IV
Aldrein V. Genove – Cashier I
Christine P. Honculada – Casheiring Assistant
Jimmy C. Jamolod IV – Cashier I
Novie P. Podunas – Cashier I
Pearl Aubrey G. Rebusada – Cashiering Assistant
Lizbeth Jessarah A. Reyes – Cashiering Assistant
Mitzi C. Tutor – Cashiering Assistant
Rey Jhon C. Baguio – Utility Worker A

Admin Division



Florian E. Valdez – Division Manager A
Kahlil L. Lamigo – Acting Division Manager
Anna Grace P. Gual – Supervising Administrative Officer
Gwyneth Meriam G. Borja – Supervising Supply Officer
Elbert Ariel D. Cañete – Human Resource Management Officer III
Sheeryl B. Pedeglorio – General Services Officer
January C. Alba – Clerk Processor A
Kristine R. Gabayoyo – Human Resource Management Officer II
Emma U. Rosal – Human Resource Management Officer II
Gideon B. Nacario – Procurement Officer B
Reniel Joseph O. Galope – Acting Records Officer
Jelica Liane T. Tan – Storekeeper A
Robert L. Mallari – Senior Building Electrician
Ariel P. Pomar – Utility Worker A
Marie Anne Elaine A. Laurea † – Human Resource Management Officer II

Support Staff:

Eda Marie S. Bacalla – Administration Services Assistant C
Ryan S. Jamito – Administration Services Assistant C
John Michael B. Miones – Procurement Assistant B
John Paul W. Aclan – Utility Worker A
Jaime E. Amper – Driver Mechanic B
Joefaith E. Cañete – Utility Worker A
Jayryl Ann Caesar F. Dusaran – Utility Worker A
Aileen A. Espuerta – Utility Worker A
Ronald C. Madera – Airconditioning Technician II
Epifanio E. Millanes – Driver Mechanic B
Reynan A. Nazareno – Utility Worker A
Vilbert B. Pacaldo – Driver Mechanic B
Ronnie P. Rollorata – Driver Mechanic B
Rey L. Tundag – Driver Mechanic B

Port Police Division



Samuel G. Razon – Division Manager A
Darryl L. Callanta – Civil Security Officer A
Loriejean O. Mejala – Civil Security Officer A
Deo Chen C. Flores – Civil Security Officer C
Godard S. Plaza – Civil Security Officer C
Chiara Mae B. Barias – Civil Security Officer C
Vernajejan E. Gadgode – Civil Security Officer C
Willberth R. Baure – Industrial Security Officer
Stephane B. Dagaraga – Industrial Security Officer
Stella Edden G. Grondiano – Industrial Security Officer

Support Staff:

Jessa Mae P. Jomboy – Clerk IV
Trina Mae V. Romaguerra – Data Encoder
Ju-cir E. Bacallan – Utility Worker A
Rey T. Vuelban – Utility Worker A

Engineering Services Division



Lexter-Lou V. Sevilla – Division Manager A
Beltzasar L. Gella – Principal Engineer A
Amalia M. Dumanon – Supervising Engineer A
Vincent Jude A. Porio – Senior Engineer A
George Sherman M. Tortola – Acting Construction Foreman A

Dionifer A. Dumanon – Carpenter II
Leo Angelo J. Lobetania – Utility Worker A
Junier S. Madelo – Welder II
Romeo G. Mantalaba – Painter II
Mark Robert N. Navacilla – Painter II
Hanybal T. Salazar – Plumbing and Tinning Inspector II
Joel U. Salazar – Electrician II
John Renan F. Salva – Driver Mechanic B
Peter Paul R. Sanchez – Electrician II
Seismic Jomar M. Tabal – Mason II

Support Staff:

Maria Gemma Mae A. Aguilar – Architect I
Christian Paul T. Pahit – Engineering Assistant A
Reynan P. Penaso – Engineering Assistant A
Kareen Jean S. Zaballero – Clerk IV
Dave Ulrich P. Lamanilao – Draftsman A
Bonnie Rey D. Ayo – Laborer II
Raul H. Balacuit – Electrician Foreman
Marjun H. Bitas – Mason II
Edwin M. Cupin – Laborer II

Port Services Division



Lemuel Ian T. Moralda – Division Manager A
Sol V. Bongcayao – Harbor Master
Rezon A. Manal – Chief Safety Officer
Alvin E. Pamat – Acting Terminal Supervisor
Chyle R. Arjona – Harbor Operations Officer
Nico B. Calipayan – Terminal Operations Officer A
Gaye Laress C. Jamero – Acting Environmental Specialist A
Jissel Joyce L. Totañes – Port Operations Analyst
Roceilito C. Bebit – Statistician A
Khrister Blane Z. Zoleta – Statistician A
Wregner B. Fortun – Driver Mechanic B
Rex L. Loque – Utility Worker A

Support Staff:

Annalyn A. Layo – Clerk IV
Jhomar S. Goyonan – Harbor Operations Assistant
Narciso F. Grondiano – Harbor Operations Assistant
Alejandro L. Casicas – Utility Foreman
Jeson L. Gacus – Utility Worker A
Charles A. Gelbolingo – Utility Worker A
Minchu C. Lizarde – Utility Worker A
Richard A. Nazareno – Utility Worker A
Marlyn C. Torio – Utility Worker A

Terminal Management Office of Masao



Roberto C. Amper – Acting Terminal Manager
Joseph John F. Piencenaves – Senior Terminal Operations Officer A
Rolly R. Tapongot – Harbor Operations Officer
Kim Frances E. Santillana – Terminal Operations Officer A
Petza Katrina P. Fortun – Cashier A
Godard S. Plaza – Civil Security Officer C

Support Staff:

Brando B. Bucayon – Cashier I
Rosfil E. Elsisura – Harbor Operations Assistant
Maria Dolores C. Martil – Cashier I
Hebrahym S. España – Utility Worker A
Jan Godfrey P. Mordeno – Utility Worker A
Marlon G. Remolador – Driver Mechanic B
Mark Anthony C. Suralta – Utility Worker A

Terminal Management Office of Butuan



Iraida P. Melgo – Officer-In-Charge
Chiara Mae B. Barias – Civil Security Officer C
Sherwin B. Busa – Insurance/Risk Analyst A
Lolita B. Santa – Acting Collection Representative

Support Staff:

Mary Ann S. Pareñas – Clerk IV
Sophia Shane D. Balinton – Cashier I
Elise Meredith C. Rosal – Clerk IV
Jucilinda S. Abadingo – Utility Worker A
Gilbert P. Abing – Utility Worker A
Edgar M. Bacalla – Utility Worker A
Dennis M. Gelbolingo – Utility Worker A
Christian M. Munda – Utility Worker A
Jhon Rey Peñaloga – Utility Worker A

Office of the Port Manager



Mildred J. Padilla – Port Manager A
Bernelou A. Joven – Executive Assistant A
Sarah Jane T. Lucero – Business Development Marketing Specialist
Jamie Aster Mirah P. Durano – Project Planning & Development Officer A
Neil B. Dagle – Acting Attorney IV
Gemma B. España † – Executive Secretary C

Support Staff:

Frizel A. Mercado – Business Development Marketing Assistant A
Abel Joy A. Ga-as – Computer Operator III
Dhonald Frenz T. Layo – Clerk IV
Jomer A. Dumanon – Driver Mechanic B
Tito R. Jamito – Utility Worker A

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Port Manager

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