



CONSOLIDATED COMMISSION ON UTILITIES
Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagatna, Guam 96932 | (671)649-3002 | guamccu.org

RESOLUTION NO. 02–FY2018

**RELATIVE TO THE ADOPTION OF 2017 MARKET UPDATE AND THE APPROVAL
TO MIGRATE TO THE 10TH MARKET PERCENTILE FOR THE GUAM
WATERWORKS AUTHORITY**

WHEREAS, Section 8104 (c), Chapter 8, and Section 14104 (c), Chapter 14 of Title 12 of the Guam Code Annotated authorizes the Guam Waterworks Authority to establish its internal organization and management and adopt regulations for the administration of its operations; and

WHEREAS, under 12 G.C.A. § 14105, the Consolidated Commission on Utilities (“CCU”) has plenary authority over financial, contractual and policy matters relative to the Guam Waterworks Authority (“GWA”); and

WHEREAS, the Guam Waterworks Authority (“GWA”) is a Guam Public Corporation established and existing under the laws of Guam; and

WHEREAS, Public Law 28-159 added Subsection 7.03 to the GPA Personnel Rules and Regulations, and added Paragraph 29 to the Glossary of GWA’s Personnel Rules, item (c) authorizing the General Manager to petition the Consolidated Commission on Utilities (CCU) to amend, to include, but not limited to deleting, adding, or modifying such positions, the approved list of each Authority’s CTP positions; and

WHEREAS, a new Chapter 5.200 to GWA’s Personnel Rules and Regulations, item 3.0.3, authorizes the CCU to approve, disapprove, or amend, the unified pay scale at any regularly scheduled meeting; and

WHEREAS, a market review update of all positions and the CTP Strategic Pay scale was conducted and completed in August 2017 by Alan Searle and Associates. (Appendices A-

1 A5). The market review determined that GWA positions are below the 5th market percentile
2 based on 2017 Market Data. In maintaining this position, GWA recommends implementation of
3 incremental structural pay adjustments to the 10th market percentile on January 1, 2018; and
4


5 **NOW THEREFORE BE IT RESOLVED**, the Consolidated Commission on Utilities
6 approves and authorize as follows:

- 7
8 1. The General Manager at GWA to implement structural pay adjustments, to the
9 10th market percentile on January 1, 2018.

10 **RESOLVED**, that the Chairman certified and the Board Secretary attests to the adoption
11 of this Resolution.

12
13 **DULY AND REGULARLY ADOPTED**, this 20th day of October, 2017.

14
15 Certified by:

16 
17 _____
18 **JOSEPH T. DUENAS**
19 Chairperson

20 Attested by:

21 
22 _____
23 **J. GEORGE BAMBA**
24 Secretary

25 I, J. George Bamba, Board Secretary of the Consolidated Commission on Utilities as
26 evidenced by my signature above do hereby certify as follows:

27 The foregoing is a full, true and accurate copy of the resolution duly adopted at a regular
28 meeting by the members of the Guam Consolidated Commission on Utilities, duly and
29 legally held at a place properly noticed and advertised at which meeting a quorum was
30 present and the members who were present voted as follows:

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