

1 **CONSOLIDATED COMMISSION ON UTILITIES**

2 **RESOLUTION NO. 2016-20**

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4 ***RESOLUTION RELATIVE TO THE PAY GRADE REASSIGNMENT OF THE ELECTRIC POWER***  
5 ***SYSTEM DISPATCHER II POSITION AND PAY POLICY FOR INCUMBENTS AND***  
6 ***EMPLOYEES WHO PROMOTE INTO THE ELECTRIC POWER SYSTEM DISPATCHER II***  
7 ***POSITION***  
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10 **WHEREAS**, the GPA General Manager request's the Consolidation Commission on Utilities  
11 (CCU) to reassign the pay grade and implementation range of the Electric Power System Dispatcher II  
12 position; and

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14 **WHEREAS**, historically this position has been aligned with the pay grade assigned to the Plant  
15 Shift Supervisor position at the Generation Division; and

16 **WHEREAS**, the classification and pay administration methodology has changed since the  
17 adoption and transition from the GovGuam unified pay methodology to the strategic pay methodology for  
18 Certified, Technical, Professional (CTP positions which is based on a position's market value and the  
19 national average; and

20 **WHEREAS**, the position performs skilled level, complex technical operational duties and  
21 ensures the efficient and safe operation of the island wide power system (IWPS); and coordinates and  
22 directs the "real time" operation of the electrical generation, transmission and distribution of the IWPS  
23 within the acceptable industry criteria twenty-four (24) hours a day, seven (7) days a week; the position  
24 monitors and maintains the economic dispatch plan and makes modifications as necessary; it maintains  
25 and balance load among generation units and directs its start-up and shut down of these units; the position  
26 communicates with internal and external parties and makes independent and critical decisions requiring  
27 immediate corrective action to the island-wide power system (IWPS); the position prepares reports of all  
28 events occurring on the IWPS; and

29  
30  
31 **WHEREAS**, the Plant Shift Supervisor position supervises plant operations on a rotating shift  
32 that covers twenty four (24) hours plant operations, seven (7) days a week; and directs the coordination  
and start-up and shut down of plant procedures changing load conditions; the position makes frequent

1 visual inspections of plant operations to assure the operational efficiency; it supervises and participates in  
2 maintenance activities and keeps abreast of the need for major repairs of overhauls; the position  
3 supervises the testing of various safety mechanisms and procedures and prepares written reports of  
4 findings; and

5  
6 **WHEREAS**, the relativities of functions between the Electric Power System Dispatcher II and  
7 the Plant Shift Supervisor positions are comparable with regards to the independent judgment and  
8 decision making autonomy under critical situations and emergencies involving the IWPS. Both positions  
9 exercise high level problem solving and accountability job factors; and

10 **WHEREAS**, a combination of these relativities and job factors substantiate increasing the job  
11 evaluation (JE) points of the EPSD II position bringing the overall JE points within the range of Plant  
12 Shift Supervisor position (see Exhibit 1 A&B); and

13  
14 **WHEREAS**, there is supporting information to reassign the pay grade of the EPSD II position  
15 equivalent to the pay grade and implementation range assigned to the Plant Shift Supervisor position; and

16 **WHEREAS**, recruitment efforts over the course of several years and on a continuous basis for  
17 the Electric Power System Dispatcher II position have not produced a sufficient pool of qualified  
18 applicants; and

19 **WHEREAS**, there is a need to hire additional personnel to fill the EPSD II position which is  
20 critical to maintenance and integrity of the IWPS and the welfare of employees; and

21 **WHEREAS**, in addition to the pay grade reassignment a lucrative pay incentive is recommended  
22 to attract internal skilled level journey man employees to apply for the Electric Power System Dispatcher  
23 II position; and

24  
25 **WHEREAS**, GPA Personnel Rules and Regulations Section 7.03 (c) as amended by Public Law  
26 28-159 Section 3 (C) authorizes the CCU to amend, modify or add a position to the list of certified,  
27 technical and professional position; and

28 **WHEREAS**, the GPA Pay Policy for CTP positions and as amended by CCU Resolution No.  
29 2012-49 includes the General Manager's discretion to grant up to three (3) additional sub-steps upon  
30 promotion of an employee; and  
31

1                   **NOW THEREFORE, BE IT RESOLVED BY THE CONSOLIDATED COMMISSION ON**  
 2 **UTILITIES, AS THE GOVERNING BODY OF THE GUAM POWER AUTHORITY AS**  
 3 **FOLLOWS:**  
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- 6                   1. The job evaluation points of the Electric Power System Dispatcher II totaling 914 JE  
 7 points attached herein as Exhibit 1 A & B is hereby approved.
- 8                   2. The pay grade and implementation range assigned to the Electric Power System  
 9 Dispatcher II position are reassigned to the equivalent pay grade and implementation  
 10 range of the Plant Shift Supervisor position as illustrated below is hereby approved:

<b>EPD II</b>	<b>Minimum Range (Step 4)</b>				<b>Maximum Range (Step 16)</b>			
<b>JE Points</b>	<b>Base Salary</b>	<b>Grade</b>	<b>Step</b>	<b>Sub-step</b>	<b>Base Salary</b>	<b>Grade</b>	<b>Step</b>	<b>Sub-step</b>
914	\$56,725	L	6	A	\$63,919	L	9	A

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 19 position shall remain equivalent to the Plant Shift Supervisor position when a transition  
 20 upon an update in the market percentile for CTP positions occur is hereby approved.  
 21 Should either position's market value be greater than the other, the pay grade and  
 22 implementation range with greater value will be implemented.
- 23                   4. The Step-to-Step placement for each incumbent of the Electric Power System Dispatcher  
 24 II position as a result of this pay grade reassignment with an additional three (3) sub-steps  
 25 in the higher grade determines the new base salary attached herein as Exhibit 2-A is  
 26 hereby approved.
- 27                   5. The promotional pay policy of identifying six (6) sub-steps up from the current base  
 28 salary will be applied and slotted into the higher grade with an additional three (3) sub-  
 29 steps to determine a new base salary for employees promoting to the Electric Power  
 30 System Dispatcher II position attached herein as Exhibit 2-B is hereby approved.  
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**EXHIBIT 1 - A**

Benchmark Position	1. Education		2. Experience		3. Complexity				4. Scope of Work				5. Problem Solving		6. Sup. Received		7. Work Environment		8. Physical Demands		9. Dis. Decisions		10. HR Skills / Contact		11. Auth. Exercised		12. S & M Resp.		TOTAL JE PTS.
Electric Power Systems Dispatcher II	I	132	J	152	D	50	284	142.0	C	15	284	42.6	E	115	D	76	A1	12	A1	22	C1	38	D2	50	F0	76	C1	29	887
Plant Shift Supervisor (Cabras 1&2)	I	132	I	132	D	50	264	132.0	C	15	264	39.6	E	115	E	87	C2	38	C2	43	C1	38	E2	66	G0	87	B1	25	935

**EXHIBIT 1 - B**

Benchmark Position	1. Education		2. Experience		3. Complexity				4. Scope of Work				5. Problem Solving		6. Sup. Received		7. Work Environment		8. Physical Demands		9. Dis. Decisions		10. HR Skills / Contact		11. Auth. Exercised		12. S & M Resp.		TOTAL JE PTS.
Electric Power Systems Dispatcher II	I	132	J	152	D	50	284	142.0	C	15	284	42.6	E	115	E	87	A1	12	A1	22	C1	38	E2	66	F0	76	C1	29	914

**EXHIBIT 2 - A**

**CURRENT INCUMBENTS OF EPSD II POSITIONS:**

DIVISION/SECTION	POSITION TITLE	Current Pay Grade/Annual	A		B	
			Pay Grade/Step-to-Step Placement	PG/Step-Step Placement + 3 sub-steps		
PSCC-Administration	ELCT PWR SYS DISP II	K-12C; 64,450	L-12C; 73,473	L-13B; 75,700		
PSCC-Administration	ELCT PWR SYS DISP II	K-11B; 61,322	L-11B; 69,907	L-12A; 72,026		
PSCC-Administration	ELCT PWR SYS DISP II	K-13B; 66,403	L-13B; 75,700	L-14A; 77,993		

**EXHIBIT 2 - B**

**Sample of Potential Promotions to EPSD II and Step Placement:**

DIVISION/SECTION	POSITION TITLE	PROMOTION TO	Current Pay Grade/Annual	A		B	
				Promo/6 sub-steps increase + new base salary	New Base Salary + 3 Sub-steps		
PSCC-Administration	ELCT PWR SYS DISP I	ELCT PWR SYS DISP II	K-12D; 65,095	L-11A; 69,215	L-11D; 71,312		
T&D-Substation	Substation Electrician II	ELCT PWR SYS DISP II	I-11C; 47,657	L-06A; 56,725	L-06D; 58,444		
Generation-Cab 1&2	Plant Operator III	ELCT PWR SYS DISP II	I-14B; 53,170	L-06A; 56,725	L-06D; 58,444		