CONSOLIDATED COMMISSION ON UTILITIES

RESOLUTION NO. 2016-20

RESOLUTION RELATIVE TO THE PAY GRADE REASSIGNMENT OF THE ELECTRIC POWER SYSTEM DISPATCHER II POSITION AND PAY POLICY FOR INCUMBENTS AND EMPLOYEES WHO PROMOTE INTO THE ELECTRIC POWER SYSTEM DISPATCHER II POSITION

WHEREAS, the GPA General Manager requests the Consolidation Commission on Utilities (CCU) to reassign the pay grade and implementation range of the Electric Power System Dispatcher II position; and

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

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

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

WHEREAS, the Plant Shift Supervisor position supervises plant operations on a rotating shift 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
visual inspections of plant operations to assure the operational efficiency; it supervises and participates in
maintenance activities and keeps abreast of the need for major repairs of overhauls; the position
supervises the testing of various safety mechanisms and procedures and prepares written reports of
findings; and

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

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

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

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

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

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

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

WHEREAS, the GPA Pay Policy for CTP positions and as amended by CCU Resolution No.
2012-49 includes the General Manager’s discretion to grant up to three (3) additional sub-steps upon
promotion of an employee; and
NOW THEREFORE, BE IT RESOLVED BY THE CONSOLIDATED COMMISSION ON UTILITIES, AS THE GOVERNING BODY OF THE GUAM POWER AUTHORITY AS FOLLOWS:

1. The job evaluation points of the Electric Power System Dispatcher II totaling 914 JE points attached herein as Exhibit 1 A & B is hereby approved.

2. The pay grade and implementation range assigned to the Electric Power System Dispatcher II position are reassigned to the equivalent pay grade and implementation range of the Plant Shift Supervisor position as illustrated below is hereby approved:

<table>
<thead>
<tr>
<th>EPSD II</th>
<th>Minimum Range (Step 4)</th>
<th>Maximum Range (Step 16)</th>
</tr>
</thead>
<tbody>
<tr>
<td>JE Points</td>
<td>Base Salary</td>
<td>Grade</td>
</tr>
<tr>
<td>914</td>
<td>$56,725</td>
<td>L</td>
</tr>
</tbody>
</table>

3. The pay grade and implementation range for the Electric Power System Dispatcher II position shall remain equivalent to the Plant Shift Supervisor position when a transition upon an update in the market percentile for CTP positions occur is hereby approved. Should either position’s market value be greater than the other, the pay grade and implementation range with greater value will be implemented.

4. The Step-to-Step placement for each incumbent of the Electric Power System Dispatcher II position as a result of this pay grade reassignment with an additional three (3) sub-steps in the higher grade determines the new base salary attached herein as Exhibit 2-A is hereby approved.

5. The promotional pay policy of identifying six (6) sub-steps up from the current base salary will be applied and slotted into the higher grade with an additional three (3) sub-steps to determine a new base salary for employees promoting to the Electric Power System Dispatcher II position attached herein as Exhibit 2-B is hereby approved.
RESOLVED, that the Chairman certifies and the Secretary attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED AND APPROVED this 26th day of April, 2016.

Certified by:  

[Signature]

JOSEPH T. DUENAS  
Chairperson  
Consolidated Commission on Utilities

Attested by:  

[Signature]

J. GEORGE BAMBA  
Secretary  
Consolidated Commission on Utilities

SECRETARY'S CERTIFICATE

I, J. GEORGE BAMBA, Secretary for the Consolidated Commission on Utilities do hereby certify that the foregoing is a full, true, and correct copy of the resolution duly adopted at a regular meeting of the members of Guam's Consolidated Commission on Utilities, duly and legally held at the meeting place thereof on April 26, 2016, at which meeting of all said members had due notice and at which at least a majority thereof were present, and

At said meeting said resolution was adopted by the following vote:

Ayes: 5  
Nays: 0  
Absent: 0  
Abstain: 0

As of the date of this certification, said original resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

SO CERTIFIED this 26th day of April, 2016.

[Signature]

J. GEORGE BAMBA  
Secretary  
Consolidated Commission on Utilities
<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Electric Power Systems Dispatcher II</td>
<td>I 132</td>
<td>J 152</td>
<td>D 50</td>
<td>284</td>
<td>142.0</td>
<td>C 15</td>
<td>284</td>
<td>42.6</td>
<td>E 115</td>
<td>D 76</td>
<td>A1 12</td>
<td>A1 22</td>
<td>887</td>
</tr>
<tr>
<td>Plant Shift Supervisor (Cabras 1&amp;2)</td>
<td>I 132</td>
<td>I 132</td>
<td>D 50</td>
<td>264</td>
<td>132.0</td>
<td>C 15</td>
<td>264</td>
<td>39.6</td>
<td>E 115</td>
<td>E 87</td>
<td>C2 38</td>
<td>C2 43</td>
<td>935</td>
</tr>
</tbody>
</table>

**EXHIBIT 1 - B**

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Electric Power Systems Dispatcher II</td>
<td>I 132</td>
<td>J 152</td>
<td>D 50</td>
<td>284</td>
<td>142.0</td>
<td>C 15</td>
<td>284</td>
<td>42.6</td>
<td>E 115</td>
<td>A1 12</td>
<td>C1 38</td>
<td>E2 66</td>
<td>914</td>
</tr>
</tbody>
</table>
### EXHIBIT 2 - A

**CURRENT INCUMBENTS OF EPSD II POSITIONS:**

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

### EXHIBIT 2 - B

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

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