CONSOLIDATED COMMISSION ON UTILITIES

RESOLUTION NO. 2016-53

RESOLUTION RELATIVE TO THE GUAM POWER AUTHORITY ORGANIZATIONAL REALIGNMENT

WHEREAS, the Guam Power Authority (GPA) is a Public Corporation of the Government of Guam; and

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

WHEREAS, GPA has taken long strides into the 21st century with new initiatives via renewable acquisition, smart grid, customer information system (CIS), and energy storage initiatives; and

WHEREAS, modern companies operate on information and GPA must leverage information in modernizing aging bulk power infrastructure, and rightsizing its operations to achieve greater affordability; and

WHEREAS, rightsizing GPA enables improved operational excellence and affordability by increasing productivity, realigning organizational structure, building better business processes and optimizing its assets; and

WHEREAS, the proposed organizational realignment will streamline the Executive reporting structure and provide the General Manager with a manageable span of control which would allow the delegation of management activities and focus on high level strategic planning; and

WHEREAS, the proposed organizational realignment will establish two (2) new departments, realign the structure of divisions under these departments, including the Operations Department. This process will improve the reporting structure to the General Manager position, enhance accountability and promote stewardship, integrity and transparency; and

WHEREAS, the oversight of each respective department will be performed by an Assistant General Manager position per department; and

WHEREAS, the Cash Management section at the Customer Services Division will move under the Finance Division. This will provide greater internal controls and a check and balance system. It will improve identification and responsiveness to discrepancies with customer accounts; and
WHEREAS, the objective of the organizational realignment is to focus on the organization’s core business and values, increase accountability, coordinate, integrate and implement effective business processes and practices to achieve greater affordability; and

WHEREAS, the Guam Power Authority General Manager has notified all employees about the proposed organizational realignment in a memorandum dated June 24, 2016, published an advertisement of a notice of a public hearing to discuss the proposed organizational realignment in the Pacific Daily News and the Guam Daily Post on July 11, 2016 and July 12, 2016, respectively; and

WHEREAS, a public hearing was held at the Gloria B. Nelson Public Service Building on August 17, 2016 at 3:00 p.m. to discuss and accept oral and/or written testimony of the proposed organizational realignment; and

WHEREAS, no oral or written testimonies were received at the public hearing, except for one brief discussion to modernize and re-name the Computer Services Division to the Information Technology Division, and one testimony in support of the organizational realignment that was received by the General Manager through email at a later date; and

WHEREAS, the Consolidated Commission on Utilities note that the Guam Power Authority has met the criteria to realign its organization, as shown in the attachment herein as Exhibit A, Executive Summary; and

NOW THEREFORE BE IT RESOLVED, the Commission approves and adopts the proposed organizational realignment as follows:

1. The establishment of the Engineering and Technical Services Department and the structure of divisions under this department as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart is hereby approved.

2. The establishment of the Administration Department and the structure of divisions under this department as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart is hereby approved.

3. The transfer of the Cash Management section and its employees from the Customer Services Division to the Finance Division as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart is hereby approved.

4. The re-naming of the Computer Services Division to the Information Technology Division as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart is hereby approved.

5. The Guam Power Authority organizational realignment chart for FY 2017 as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart 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 27th day of September, 2016.

Certified by:  

\[\text{JOSEPH T. DUENAS}\]
Chairperson  
Consolidated Commission on Utilities  

Attested by:  

\[\text{J. GEORGE BAMBA}\]
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 September 27, 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: 3
Nays: 0
Absent: 2
Abstain: 0

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 27th day of September, 2016.

\[\text{J. GEORGE BAMBA}\]
Secretary  
Consolidated Commission on Utilities
GUAM POWER AUTHORITY
EXECUTIVE SUMMARY

AUTHORITY:

12 GCA CHAPTER 8,

§8103. Continuation of Existence.
Guam Power Authority is continued in existence as a public corporation.

§8104. Powers: The Authority shall have and exercise each and all of the following powers:
(c) Establish its internal organization and management and adopt regulations for the administration of its operations;
(i) Employ, retain or contract for the services of qualified managers, specialists or experts, as individuals or as organizations, to advise and assist the Board of Directors and employees;

§ 8107. Governance of Authority.
All powers vested in the Authority, except as provided herein, shall be exercised by the Consolidated Commission on Utilities, as established in Chapter 79 of Title 12 of the Guam Code Annotated.


GPA Personnel Rules & Regulations, Section 7.00, Rule 7.03 (c) – Amendment of Certified, Technical, and Professional Positions (as amended by Public Law 28-159 Section 3 (c)):

SUMMARY:

The Guam Power Authority in accordance with the laws of Guam has fulfilled the following criteria essential to the organization’s realignment process:

<table>
<thead>
<tr>
<th>Criteria</th>
<th>Time Allotment</th>
<th>Method</th>
<th>Completion Date</th>
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<tr>
<td>Written notice to employees</td>
<td>At least 14 calendar days prior to public hearing.</td>
<td>Written notification to all employees via General Manager’s memorandum dated June 24, 2016.</td>
<td>Attachment to Payroll distribution PPE July 25, 2016.</td>
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</tbody>
</table>
|                               |                                 |                                                        | Guam Daily Post – July 12, 2016
|                               |                                 |                                                        | HR Web page - June 29, 2016 |
| Holding of Public Hearing.    | At least 30 days prior to implementation of plan. | Hold Public Hearing.                                                  | August 17, 2016          |
Availability of documents for inspection by employees and general public.

Review period prior to date of public hearing.

HR Website Posting; Reports were made available at the offices of the Executive Management and Human Resources for review.

June 29, 2016

RECOMMENDATION:

To approve the organizational realignment structure as proposed at the Guam Power Authority, including re-naming the Computer Services Division to the Information Technology Division, as shown herein as Exhibit B.

JOHN M. BENAVENTE, P.E.
General Manager