



**CONSOLIDATED  
COMMISSION ON UTILITIES**

Guam Power Authority • Guam Waterworks Authority  
P.O. BOX 2977 • Agana, Guam 96932

**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 21<sup>st</sup> 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

1           **WHEREAS**, the objective of the organizational realignment is to focus on the organization's core  
2 business and values, increase accountability, coordinate, integrate and implement effective business  
3 processes and practices to achieve greater affordability; and

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

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

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

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


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

- 20           1. The establishment of the Engineering and Technical Services Department and the  
21 structure of divisions under this department as shown in the attachment herein as  
22 Exhibit B, FY 2017 Organizational Chart is hereby approved.
- 23           2. The establishment of the Administration Department and the structure of divisions under  
24 this department as shown in the attachment herein as Exhibit B, FY 2017 Organizational  
25 Chart is hereby approved.
- 26           3. The transfer of the Cash Management section and its employees from the Customer  
27 Services Division to the Finance Division as shown in the attachment herein as Exhibit B,  
28 FY 2017 Organizational Chart is hereby approved.
- 29           4. The re-naming of the Computer Services Division to the Information Technology  
30 Division as shown in the attachment herein as Exhibit B, FY 2017 Organizational Chart  
31 is hereby approved.
- 32           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.

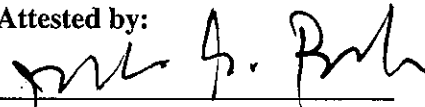
33           **RESOLVED**, that the Chairman certifies and the Secretary attests to the adoption of this  
34 Resolution.

1 **DULY AND REGULARLY ADOPTED AND APPROVED** this 27th day of September, 2016.

2  
3 **Certified by:**

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5 **JOSEPH T. DUENAS**  
6 Chairperson  
7 Consolidated Commission on Utilities

**Attested by:**

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9 **J. GEORGE BAMBA**  
10 Secretary  
11 Consolidated Commission on Utilities

12 **SECRETARY'S CERTIFICATE**

13 **I, J. George Bamba**, Secretary for the Consolidated Commission on Utilities do hereby certify  
14 that the foregoing is a full, true, and correct copy of the resolution duly adopted at a regular meeting of  
15 the members of Guam's Consolidated Commission on Utilities, duly and legally held at the meeting place  
16 thereof on September 27, 2016, at which meeting of all said members had due notice and at which at least  
17 a majority thereof were present, and

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

19 Ayes: 3  
20 Nays: 0  
21 Absent: 2  
22 Abstain: 0

23 Said original resolution has not been amended, modified, or rescinded since the date of its  
24 adoption, and the same is now in full force and effect.

25 **SO CERTIFIED** this 27<sup>th</sup> day of September, 2016.

26   
27 **J. GEORGE BAMBA**  
28 Secretary  
29 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.*

5 GCA Chapter 11. *Government Reorganization. §11101. Reorganization: Public Hearing.*

*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:

Criteria	Time Allotment	Method	Completion Date
Written notice to employees.	At least 14 calendar days prior to public hearing.	Written notification to all employees via General Manager’s memorandum dated June 24, 2016.	Attachment to Payroll distribution PPE July 25, 2016.
Public Notice of Hearing.	At least 14 calendar days prior to public hearing.	Newspaper advertisement; HR web page posting	Pacific Daily News – July 11, 2016  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
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**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.

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JOHN M. BENAVENTE, P.E.  
General Manager

**GUAM POWER AUTHORITY  
PROPOSED ORGANIZATIONAL CHART  
2017**

