

GUAM CONSOLIDATED COMMISSION ON UTILITIES

RESOLUTION NO. 34-FY2016

RELATIVE TO AUTHORIZING GUAM WATERWORKS AUTHORITY MANAGEMENT TO PROCEED WITH THE REORGANIZATIONAND/OR REALIGNMENT PROCESS

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, the Consolidated Commission on Utilities (CCU) and GWA Management recognize that changes to the organizational structure are often made to focus efforts on the organization's core competencies and to minimize the use of resources elsewhere; and

WHEREAS, the process of bringing the actions of an organization's business units in line with the organization's planned objectives is a priority of the CCU and GWA's Management; and

WHEREAS, the timeline from start to finish for the reorganization will take approximately nine (9) to ten (10) months to complete (see Exhibit A), this includes the following tasks or activities:

- 1. Preliminary Review and Presentation of Draft Plan for Senior Management Level;
- 2. Submission of Proposed Organizational Structure for Senior Management Level;
- 3. Obtain CCU Approval to Proceed;
- 4. Assessment, Analysis and Justification of Information;
- 5. Develop Detailed Organization Structure for Sub-Management Level;
- 6. Finalize Report and Organizational Structure;
- 7. Update CCU and Submit Final Report;
- 8. Publication Notice;

- 9. Distribution of Written Notice of Reorganization Plan Provided to Employees;
- 10. Posting of Plan and Proposals Posted in GWA Website;
- 11. Public Comment Period and Hearing at CCU Meeting;
- 12. Finalize Plan and Address Comments; and
- 13. CCU Meeting to Obtain Final Approval.

WHEREAS, GWA's proposed Organizational Chart was previously provided to the CCU, and subsequently revised based on comments received from the Commissioners. The revised proposed Organizational Chart is attached as Exhibit B.

NOW BE IT THEREFORE RESOLVED, the Consolidated Commission on Utilities does hereby approve the following:

- 1. The recitals set forth above hereby constitute the findings of the CCU.
- 2. The General Manager is authorized to proceed with the reorganization and/or realignment process for the Guam Waterworks Authority.

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

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

Certified by:

JOSEPH T. DUENAS

Chairperson

Attested by:

J. GEORGE BAMBA

Secretary

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

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

AYES: 5

NAYS: 0

ABSTENTIONS: 0

ABSENT: 0



EXHIBIT A

GUAM WATERWORKS AUTHORITY REORGANIZATION TIMELINE

						7(2016				
		MAR	APR	MAY	NOC	70[AUG	SEP	100	VON	DEC
1	Preliminary Review and Presentation of Draft Plan										
2	Submission of Proposed Org Structure (AGM Level)		+								
3	Obtain CCU Approval to Proceed		+		F-11-11-11-11-11-11-11-11-11-11-11-11-11						
4	Assessment/Analysis/Justification of Information										
S	Develop detailed org structure (sub-management)										
9	Finalize report and organizational structure						The State of the S				
1	Update CCU and Submit Final Report	200000000000000000000000000000000000000		ta parties			+				
œ	Notice Publication										
6	Post ReOrg Plan and Proposal for Creation of Positions										
10	Public Comment Period										
11	CCU Meeting								+		
12	Finalize Plan and address comments										
13	13 Obtain CCU Approval on Final Plan			- 120						+	