



CONSOLIDATED COMMISSION ON UTILITIES  
Guam Power Authority | Guam Waterworks Authority  
P.O. Box 2977 Hagatna, Guam 96932 | (671)649-3002 | guamccu.org

**RESOLUTION NO. 39-FY2018**

**RELATIVE TO THE CREATION OF THE UTILITY LABORATORY TECHNICIAN  
SERIES OF POSITIONS**

**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 GWA General Manager requests the CCU to approve the creation of the Utility Laboratory Technician series of positions; and

**WHEREAS**, the GWA General Manager requests the CCU to approve the classification standards of the Utility Laboratory Technician series of positions in the classified status; and

**WHEREAS**, Public Law 28-112 and 4 GCA §6303 (d) authorizes the creation of positions in Autonomous Agencies and Public Corporations; and

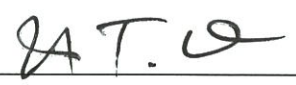
**WHEREAS**, GWA Personnel Rules and Regulations as amended by Public Law 28-159 Section 3 (C) authorizes the CCU to amend, modify or add a position to the list of certified, technical and professional positions;


**NOW BE IT THEREFORE RESOLVED**, the Consolidated Commission on Utilities, as the Governing Body of the Guam Waterworks Authority, does hereby approve and authorize the following:

1. The recitals set forth above hereby constitute the findings of the CCU.
2. The creation and the job classification standards for the Utility Laboratory Technician series of positions in the classified status is hereby approved and attached herein as Exhibit A.
3. The Utility Laboratory Technician series of positions is hereby added to the certified, technical and professional list of positions at GWA.

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

**DULY AND REGULARLY ADOPTED**, this 24<sup>th</sup> day of July, 2018.

Certified by:  
  
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**JOSEPH T. DUENAS**  
 Chairperson

Attested by:  
  
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**J. GEORGE BAMBA**  
 Secretary

**SECRETARY'S CERTIFICATE**

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



## UTILITY LABORATORY TECHNICIAN I

### NATURE OF WORK:

Utility Laboratory Technician I performs routine technical laboratory duties after initial training and work under closer supervision on a variety of semi complex developmental assignments.

Employees in this class assist in the collection and perform routine analysis of water and wastewater samples for chemical and micro-biological content in accordance with Standard Methods for the Examination of water and wastewater, the Safe Drinking Water Act and the Clean Water Act.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed)

Provides routine support and assistance to laboratory personnel in processing and field testing of various laboratory duties.

Prepares samples for field testing, sterilizes equipment, basic calibration of equipment as recommended and general cleaning duties.

Conducts routine maintenance work of equipment to ensure working order of equipment and ensures necessary supplies are available to perform field testing.

Performs routine work collecting samples from the distribution lines, deep well and surface water sources.

Performs routine work collecting water samples from customer complaints of dirty water, bad odor, or high chlorine contents.

Assists in disinfecting tankers and new water lines.

Performs routine work testing water for bacteriological contamination and chlorine residual.

Performs routine work collection of samples of off shore, shoreline, wastewater treatment plant influent/effluent and various rivers as well as any discharges into the rivers as required.

Conducts routine field tests on potable water samples for chemical analysis such as: Calcium and Total Hardness, Chlorides, Alkalinity, Conductivity, pH, Temperature, Turbidity and Bacteria content.

Conducts routine field tests on Settleable, Suspended and Total Solids, pH Fecal Coliform, E-Coli, Enterococci and Biochemical Oxygen Demand.

Logs data into assigned logbooks and inputs required information into the LIMS (Laboratory Information Management System) computer program daily, after initial training.

Creates work orders for daily assigned tasks.

Assists in minor repair of laboratory equipment.

Performs related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of laboratory testing procedures, principles, techniques, terminology, protocols and equipment.

Knowledge of basic laboratory equipment maintenance, calibration and troubleshooting and sterilization.

Knowledge of laboratory safety protocols, including, but not limited to, use of personal protective equipment (PPE's), proper laboratory techniques, disposal of bio-hazard, etc.

Knowledge of basic of LIMS (Laboratory Information Management System) computer program.

Ability to learn and apply basic principles of the physical and biological sciences, as applied to particular laboratory assignment.

Ability to operate and conduct basic maintenance of laboratory equipment.

Ability to maintain records and prepare reports.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to follow specific procedures and observe and record results accurately.

Ability to work with computer systems and multiple software programs as required, according to company and departmental procedures.

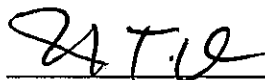
**MINIMUM EXPERIENCE AND TRAINING:**

- A. High School Diploma or successful completion of General Education Development (GED) test or any equivalent education high school program and successful completion of 18 credit hours in biology, chemistry, or closely related field and One (1) year of experience in a laboratory work; or
- B) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

ESTABLISHED: July 2018

PAYGRADE: MINIMUM: F3-A \$30,811  
MAXIMUM: F4-A \$32,062

JOB EVALUATION POINTS: 469



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JOSEPH T. DUENAS, CHAIRMAN  
CONSOLIDATED COMMISSION ON UTILITIES

## UTILITY LABORATORY TECHNICIAN II

### NATURE OF WORK:

Utility Laboratory Technician II performs semi-complex technical laboratory duties independently after initial training and works under closer supervision on a variety of complex developmental assignments.

Employees in this class collect and perform semi-complex analysis of water and wastewater samples for chemical and micro-biological content in accordance with Standard Methods for the Examination of water and wastewater, the Safe Drinking Water Act and the Clean Water Act.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed)

Provides semi-complex support and assistance in processing samples for analysis, sterilizes equipment, more intricate calibration of equipment as recommended.

Maintains working order of equipment and supplies necessary to perform analysis of samples to include minor repairs on laboratory equipment when needed.

Performs semi-complex work collecting samples from the distribution lines, deep well and surface water sources.

Collects semi-complex water samples from customer complaints of dirty water, bad odor, or high chlorine contents.

Disinfects tankers and new water lines to include determining the amount of chlorine needed to provide a certain dosage.

Performs semi-complex analysis water for bacteriological contamination and chlorine residue.

Collects semi-complex sample collection for off shore, shoreline, wastewater treatment plant influent/effluent and various rivers as well as any discharges into the rivers as required.

Performs semi-complex analysis of potable water samples and analyzes for chemical analysis such as: Calcium and Total Hardness, Chlorides, Alkalinity, Conductivity, pH, Temperature, Turbidity and Bacteria content.

Performs semi-complex analysis of Settleable, Suspended and Total Solids, ph Fecal Coliform, E-Coli, Enterococci and Biochemical Oxygen Demand.

Performs semi-complex, non-routine chemical, biological or physical test and analysis as required in control operations of water and sewage.

Maintains records of all analytical work according to Laboratory Quality Assurance (QA) and Quality Control (QC) Plans and Standard Operating Procedures. Ensures all data is in compliance with the requirements of pre-schedule intervals.

Maintains various laboratory records and prepares reports. Inputs required information into the LIMS (Laboratory Information Management System) computer program.

Creates work orders for daily assigned tasks.

Repairs laboratory equipment as needed.

Performs related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of laboratory testing procedures, principles, techniques, terminology, protocols and equipment in a water utility.

Knowledge of laboratory equipment maintenance, calibration and troubleshooting and sterilization used in a water utility.

Knowledge of laboratory safety protocols, including, but not limited to, use of personal protective equipment (PPE's), proper laboratory techniques, disposal of bio-hazard, etc. in a water utility.

Knowledge of basic principles of the physical and biological sciences, as applied to particular laboratory assignment in a utility.

Knowledge of computer systems and multiple software programs as required, according to company and departmental procedures used in a water utility.

Knowledge of LIMS (Laboratory Information Management System) computer program.

Ability to maintain records and prepare reports.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to make decisions in accordance with appropriate program guidelines

Ability to follow specific standard operating procedures and observe and record results accurately.

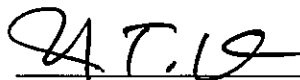
**MINIMUM EXPERIENCE AND TRAINING:**

- A. Graduation from a recognized college or university with an Associate's degree in science or water technology with courses in microbiology, chemistry or related natural science; **and** two (2) years of experience as a Utility Laboratory Technician I; or
- B) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

ESTABLISHED: July 2018

PAYGRADE: MINIMUM: I2-D \$39,476  
MAXIMUM: I3-D \$41,079

JOB EVALUATION POINTS: 576



JOSEPH T. DUENAS, CHAIRMAN  
CONSOLIDATED COMMISSION ON UTILITIES

## UTILITY LABORATORY TECHNICIAN LEADER

### NATURE OF WORK:

Utility Laboratory Technician Leader performs complex technical laboratory duties independently.

Employees in this class collect and analyze more complex analysis of water and wastewater samples for chemical and micro-biological content in accordance with Standard Methods for the Examination of water and wastewater, the Safe Drinking Water Act and the Clean Water Act.

Employees often serves as team or group leader over less experienced technical laboratory staff.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed)

Leads the processing of samples for analysis, sterilizes equipment, more intricate calibration of equipment as recommended and general cleaning duties.

Maintains working order of equipment and supplies necessary to performs analysis for samples to include minor repairs on laboratory equipment when needed.

Schedules the use of equipment, washing of glassware and other instruments and preparation of media, solutions, and other materials.

Leads the collection of samples from the Distribution lines, deep well and surface water source.

Leads the collection of water samples from consumer's complaints of dirty water, bad odor, or high chlorine content.

Maintains inventory, establishes supply levels and orders chemicals, equipment, and supplies.

Assists with research or study involving use of various equipment.

Schedules all required QA/QC and safety checks as required.

Disinfects tankers and new water lines to include determining the amount of chlorine needed to provide a certain dosage.

Analyzes water for bacteriological contamination and chlorine residue.

Leads in the collection of sample for off shore, shoreline, wastewater treatment plant influent/effluent and various rivers as well as any discharges into the rivers as required.

Analyzes potable water samples and analyzes for chemical analysis such as: Calcium and Total Hardness, Chlorides, Alkalinity, Conductivity, pH, Temperature, Turbidity and Bacteria content.

Analyzes oil and grease, Settleable, Suspended and Total Solids, ph Fecal Coliform, E-Coli, Enterococci and Biochemical Oxygen Demand.

Performs complex analysis, non-routine chemical, biological or physical test and analysis as required in control operations of water and sewage.

Leads and conducts training of other lower laboratory technicians.

Maintains records of all analytical work according to the Laboratory Quality Assurance (QA) and Quality Control (QC) Plans and Standard Operating Procedures. Ensures all data is in compliance with the requirements of pre-schedule intervals.

Maintains various laboratory records and prepares reports. Inputs required information into the LIMS (Laboratory Information Management System) computer program.

Creates work orders for daily assigned tasks.

May assist and participate in the budget preparation process.

Leads in the repair of laboratory equipment as needed.

Performs related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of laboratory testing procedures, principles, techniques, terminology, protocols and equipment of a variety of standardized laboratory tests.

Ability to perform difficult laboratory tests requiring some technical judgment in determining and using proper procedures and interpreting results.

Knowledge of laboratory equipment maintenance, calibration and troubleshooting and sterilization.

Knowledge of laboratory safety protocols, including, but not limited to, use of personal protective equipment (PPE's), proper laboratory techniques, disposal of bio-hazard, etc.

Knowledge of principles of the physical and biological sciences, as applied to particular laboratory assignment.

Knowledge of computer systems and various software/application programs as required, according to company and departmental procedures.

Knowledge of LIMS (Laboratory Information Management System) computer program.

Ability to maintain records and prepare reports.

Ability to lead the work of others.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to make decisions in accordance with appropriate program guidelines

Ability to follow specific procedures and observe and record results accurately.



**MINIMUM EXPERIENCE AND TRAINING:**

- A. Graduation from a recognized college or university with an Associate's degree in science or water technology with courses in microbiology, chemistry or related natural science; **and** two (2) years of experience as a Utility Laboratory Technician II; or
- B) Any equivalent combination of experience and training which provides the minimum knowledge, abilities and skills.

ESTABLISHED: July 2018

PAYGRADE: MINIMUM: J5-C \$49,327  
MAXIMUM: J6-C \$51,330

JOB EVALUATION POINTS: 711



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JOSEPH T. DUENAS, CHAIRMAN  
CONSOLIDATED COMMISSION ON UTILITIES

## UTILITY LABORATORY TECHNICIAN SUPERVISOR

### NATURE OF WORK:

Utility Laboratory Technician Supervisor performs supervisory laboratory work in the water and/or wastewater utility.

Employees in this class assesses complex techniques and methodologies in collecting and analyzing water and wastewater samples for chemical and micro-biological content in accordance with Standard Methods for the Examination of water and wastewater, the Safe Drinking Water Act and the Clean Water Act.

Employees in this class supervise a unit performing a variety of complex technical laboratory duties.

**ILLUSTRATIVE EXAMPLES OF WORK:** (Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed)

Supervises the laboratory personnel in processing and analysis of various laboratory duties in a water and/or wastewater utility.

Supervises the processing of samples for analysis, sterilizes of equipment and more intricate calibration of equipment and general cleaning duties in a water and/or wastewater utility.

Supervises the maintenance of equipment and supplies necessary to performs analysis for samples to include minor repairs on laboratory equipment when needed.

Supervises the collection of samples from the Distribution lines, deep well and surface water source.

Supervises the collection of samples from consumer complaints of dirty water, bad odor, or high chlorine content, etc.; diagnoses issues and coordinating with other divisions to help determine the cause and solve the problem.

Supervises the disinfection of tankers and new water lines to include determining the amount of chlorine needed to provide cartage dosage in a water and/or wastewater utility.

Supervises the analysis of water for bacteriological contamination and chlorine residue in a water and/or wastewater utility.

Supervises the collection of sample for off shore, shoreline, wastewater treatment plant influent/effluent and various rivers as well as any discharges into the rivers as required in a water and/or wastewater utility.

Supervises the analysis of potable water samples and analyzes for chemical analysis such as: Calcium and Total Hardness, Chlorides, Alkalinity, Conductivity, ph, Temperature, Turbidity and Bacteria content.

Supervises the analysis of Settleable, Suspended and Total Solids, ph Fecal Coliform, E-Coli, Enterococci and Biochemical Oxygen Demand.

Conducts research on new technologies or methods that might be beneficial or cost effective. This may include updating to new equipment and supplies necessary to perform analysis.

Conducts training of other lower level Utility Laboratory Technicians.

Maintains records of all analytical work according to Laboratory Quality Assurance (QA) and Quality Control (QC) Plans and Standard Operating Procedures. Ensures all data is in compliance with the requirements of pre-schedule intervals.

Reviews various laboratory records and reports into the LIMS (Laboratory Information Management System) computer program.

Reviews and validates daily chain of custody for field analysis in LIMS (Laboratory Information Management System) for water and wastewater.

Supervises the processes a number of procedures including samples for analysis, sterilizes equipment, calibration of equipment as recommended and general cleaning duties.

Supervises the schedules use of equipment, washing of glassware and other instruments and preparation of media, solutions, and other materials.

Supervises the work of lower level technicians performing various laboratory maintenance, preparation of media and specimens, and participates in performing standardized analysis.

Supervises the storage areas and dispenses of materials. Supervises the inventory and establishes supply levels and orders chemicals, equipment, and supplies.

Participates and submits recommendations in the section's budget process.

Participates in the research or study involving use of various equipment.

Supervises more complex, non-routine chemical, biological or physical test and analysis as required in control operations of water and sewage.

Performs related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of laboratory testing procedures, principles, techniques, terminology, protocols and equipment of a variety of standardized laboratory tests.

Knowledge of laboratory equipment maintenance, calibration and troubleshooting and sterilization.

Knowledge of laboratory safety protocols, including, but not limited to, use of personal protective equipment (PPE's), proper laboratory techniques, disposal of bio-hazard, etc.

Knowledge of principles of the physical and biological sciences, as applied to particular laboratory assignment.

Extensive Knowledge of LIMS (Laboratory Information Management System) computer program.

Knowledge of computer systems and multiple software programs as required, according to company and departmental procedures.

Knowledge to perform complex laboratory tests requiring technical judgment in determining and using proper procedures and interpreting results.

Ability to maintain records and prepare reports.

Ability to supervise the work of others.

Ability to work effectively with the public and employees.

Ability to communicate effectively, orally and in writing.

Ability to make decisions in accordance with appropriate program guidelines

Ability to follow specific procedures and observe and record results accurately.

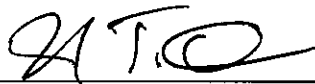
**MINIMUM EXPERIENCE AND TRAINING:**

Graduation from a recognized college or university with a Bachelor's degree in biology, chemistry, microbiology or closely related field; and 4 (four) years as a Utility Laboratory Technician Leader.

ESTABLISHED: July 2018

PAYGRADE: MINIMUM: K5-D \$60,283  
MAXIMUM: K6-D \$62,731

JOB EVALUATION POINTS: 837



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JOSEPH T. DUENAS, CHAIRMAN  
CONSOLIDATED COMMISSION ON UTILITIES