GPA RESOLUTION NO. 2019-04
GWA RESOLUTION NO. 15-FY2019

ADOPTION AND IMPLEMENTATION OF A UNIFIED HOLIDAY PERSONNEL MANAGEMENT POLICY FOR
THE GUAM POWER AUTHORITY AND THE GUAM WATERWORKS AUTHORITY

WHEREAS, the CCU has directed GPA and GWA ("GPWA") to review their existing policies
regarding personnel management, wage obligations and official recognition of holidays set by statute and
those set by executive order; and

WHEREAS, GPWA management has determined that a unified policy for both utilities should be
in place to set forth how the various holidays shall affect GPWA’s management, employees and
customers; and

WHEREAS, the CCU has solicited comments from GPA & GWA General Managers, General
Counsels and Assistant General Managers regarding the proposed UNIFIED HOLIDAY PERSONNEL
MANAGEMENT POLICY; and

WHEREAS, management of GPA and GWA request the Consolidated Commission on Utilities to
adopt the proposed UNIFIED HOLIDAY PERSONNEL MANAGEMENT POLICY.

NOW, THEREFORE, BE IT RESOLVED, by the CONSOLIDATED COMMISSION ON UTILITIES as
follows:

(1) GPWA’s holidays shall follow the holiday schedule listed at 1 GCA §1000 (a) as it may be
amended from time to time and shall be posted on each agency’s website at the beginning of the calendar
year;

(2) In the event a non-permanent holiday is declared by Executive Order of the Governor of Guam
as allowed by 1 GCA §1000 (c), GPWA shall recognize said declaration and observe the holiday accordingly;
(3) Although GPWA will be observing the holiday, the policy of the utilities will be to provide customer service and GPWA’s General Managers shall determine each agency’s business needs for holidays declared by Executive Order, and ensure that employees and ratepayers are duly notified;

(4) The CCU hereby delegates to the General Managers the power to determine each agency’s business needs on permanent and non-permanent Government of Guam holidays.

RESOLVED, that the Chairman of the Commission certifies and the Secretary of the Commission attests the adoption of this Resolution.

DULY and REGULARLY ADOPTED AND APPROVED THIS 26th day of February, 2019.

Certified By:  Attested By:

[Signature]
Joseph T. Duenas
Chairperson
Consolidated Commission on Utilities

Michael T. Limtiaco
Secretary
Consolidated Commission on Utilities

SECRETARY’S CERTIFICATE

I, Michael T. Limtiaco, Board Secretary of the Consolidated Commission on Utilities (CCU), as evidenced by my signature above do hereby certify as follows:

The foregoing is a full, true and correct copy of a resolution duly adopted at a regular meeting of the members of 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: | 4 |
| NAYS: | 0 |
| ABSENT: | 1 |
| ABSTAIN: | 0 |