



CONSOLIDATED COMMISSION ON UTILITIES

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

RESOLUTION NO. 2016-28

RELATIVE TO AUTHORIZING GUAM POWER AUTHORITY MANAGEMENT TO PROCEED WITH THE REORGANIZATION AND/OR REALIGNMENT PROCESS

WHEREAS, the Consolidated Commission on Utilities (CCU) and GPA 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 GPA's Management; and

WHEREAS, the timeline from start to finish for the reorganization will take approximately five to six months to complete (see Exhibit A), this includes the following scope of work:

1. Preliminary Review
2. Assessment of Information
3. Finalize Report
4. Publication Notice
5. Distribution of Written Notice of Reorganization Plan Provided to Employees
6. Posting of Plan and Proposals Posted in GPA Website
7. Public hearing
8. CCU Meeting

WHEREAS, GPA's proposed Organizational Chart was previously provided to the CCU (see Exhibit B).

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

1. The General Manager is authorized to proceed with the reorganization and/or realignment process for Guam Power Authority.

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

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33 **DULY and REGULARY ADOPTED** this 26th day of April.

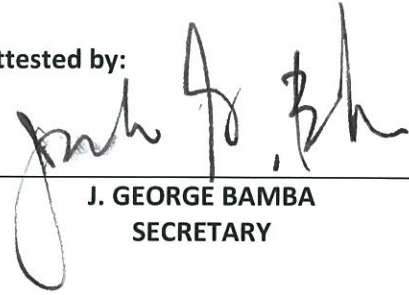
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Certified by:



JOSEPH T. DUENAS
CHAIRMAN

Attested by:



J. GEORGE BAMBA
SECRETARY

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SECRETARY'S CERTIFICATE

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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 April 26, 2016, at which meeting of all said members had due notice and at which at least a majority thereof were present, and

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

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Ayes: 5

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Nays: 0

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Absent: 0

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Abstain: 0

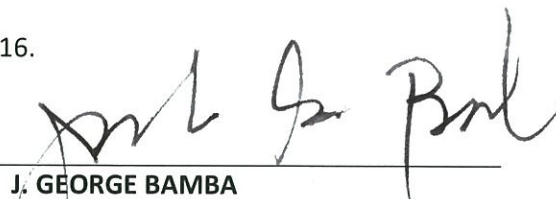
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As of the date of this certification, said original resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

SO CERTIFIED this 26th, day of APRIL, 2016.



J. GEORGE BAMBA
Secretary
Consolidated Commission on Utilities

GUAM POWER AUTHORITY REORGANIZATION

EXHIBIT A

TIMELINES

Dates:	Description:	April	May	June	July	August	Sept	Oct
4/26/2016 – 6/30/2016	<p style="text-align: center;">SCOPE of WORK</p> <ol style="list-style-type: none"> 1. Preliminary Review <ul style="list-style-type: none"> ● Initial discussions of organizational layout ● Determine department/division/personnel allocations ● Identify proposals of new positions for creation 2. Assessment of Information <ul style="list-style-type: none"> ● Identify functions of proposed new positions ● Prepare position description and job standards ● Conduct salary search of comparable positions 3. Finalize report <ul style="list-style-type: none"> ● Executive management review and comment period ● Make revisions, if any ● Finalization 							
7/11/2016	Publish Notice of Public Hearing in newspaper of general circulation – Start of 30 days notice							
7/27/2016	Distribution of written notice of reorganization plan and public hearing to employees – 14 days notice							
8/9/2016	Expiration date of the 14 and 30 days notice of public hearing periods							
8/17/2016	Public Hearing							
9/13/2016	Posting of Reorganization Plan and Proposals for Creation of Positions in GPA Website – 10 Days							
9/26/2016	Expiration date of website posting period							
9/27/2016	CCU Meeting							
9/30/2016	End of FY 2016							

EXHIBIT B

GUAM POWER AUTHORITY
PROPOSED ORGANIZATIONAL CHART

