



**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;

30 (3) Although GPWA will be observing the holiday, the policy of the utilities will be to provide  
31 customer service and GPWA's General Managers shall determine each agency's business needs for  
32 holidays declared by Executive Order, and ensure that employees and ratepayers are duly notified;

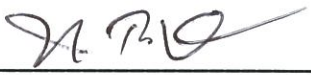
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34 (4) The CCU hereby delegates to the General Managers the power to determine each agency's  
35 business needs on permanent and non-permanent Government of Guam holidays.

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

39 **DULY and REGULARLY ADOPTED AND APPROVED THIS 26<sup>th</sup> day of February, 2019.**

40 **Certified By:**

**Attested By:**

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44 **Joseph T. Duenas**  
45 Chairperson  
46 Consolidated Commission on Utilities

**Michael T. Limtiaco**  
Secretary  
Consolidated Commission on Utilities

47 **SECRETARY'S CERTIFICATE**

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

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

54 AYES: \_\_\_\_\_ **4**  
55 NAYS: \_\_\_\_\_ **0**  
56 ABSENT: \_\_\_\_\_ **1**  
57 ABSTAIN: \_\_\_\_\_ **0**  
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