



GUAM WATERWORKS AUTHORITY

“Better Water. Better Lives.”

Suite 200; Gloria B. Nelson Public Service Building
688 Route 15 * Mangilao, Guam 96913
P.O. Box 3010 * Hagatna, Guam 96932
Tel. No. (671) 300-6073-6 * Fax No. (671) 300-6896

PETITION

The General Manager of Guam Waterworks Authority (GWA) hereby petitions the Consolidated Commission on Utilities (CCU) for the creation and amendment of the job classification standard of positions pursuant Public Law 34-131, §(e) as added and 4 GCA §6303 (d) & (2C) authorizes the creation of positions in Autonomous Agencies and Public Corporations; and, 5GCA, Chapter 10, Article 1 (Sunshine Law) and P.L. 28-159 to add the positions to the Certified, Technical, and Professional (CTP) List in the unclassified service:

Community Outreach Program Director Guam Waterworks Authority

For more information, please visit GWA’s website at www.guamwaterworks.org/careers/petition or you may contact the Human Resources Division at 300-3076-6.



MIGUEL C. BORDALLO, P.E.
General Manager

Justification for the new position:

The creation of the Community Outreach Program Director position – GWA job standards and salary range based on the 20th market percentile, 2017 market data. This position is necessary to oversee and direct a voluntary workforce dedicated to public outreach and education to assist in advancing GWA program goals and objectives. The position will be organizationally located with the Administrative Division.

The Authority does not currently employ a Community Outreach Program Director, thus limiting GWA's ability to implement Program goals and objectives according to desired timelines. Creating a new position responsible for providing supplemental support to Water, Wastewater, Customer and Community Programs will improve levels of service and compliance with regulatory mandates and stipulations.

Analysis of similarities and differences between the positions to be created and the positions listed pursuant to 4GCA §4101.1:

Upon conducting an analysis of similarities and differences of like positions within the utilities, management has determined the need for the Community Outreach Program Director, consistent with its goals and objectives and the needs of our community

Proposed Job Standard: See attached

Compensation:

The minimum and maximum salary range follows the Strategic Pay Methodology based on the 20th market percentile; 2017 market data for this unclassified, certified, technical and professional position and comparable with other US jurisdictions and/or the American Waterworks Association (AWWA) salary surveys as follows:

Benchmark Position	Year	Implementation Ranges @ 20th Market Percentile (2017 Market data) - 5 Spread								
		JE Points	Structural Adjustment - MIN				Structural Adjustment - MAX			
		0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step	Sub Step
Community Outreach Program Director – Guam Waterworks Authority	2017	1014	\$83,126	N	4	C	\$86,502	N	5	C

Fiscal note as required by 2GCA §9101 et seq.:

GWA certifies that this position is budgeted, and that funding is available for the recruitment and retention of the amended certified, technical and professional position. The funding of this position does not have an impact on the government of Guam General Fund.



 MIGUEL C. BORDALLO, P.E.
 General Manager