



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

**GWA RESOLUTION NO. 14-FY2021**

**RELATIVE TO UPDATING THE GWA OVERTIME POLICY  
FOR EXEMPT EMPLOYEES**

**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**, pursuant to Public Law 28-159 and Title 12, Chapter 14 of the Guam Code Annotated, the Consolidated Commission on Utilities has the power and authority to establish policy for the Guam Waterworks Authority (“GWA”) which includes creating policies applicable to all Certified, Technical and Professional employees; and

**WHEREAS**, the Guam Waterworks Authority is a Guam Public Corporation established and existing under the laws of Guam; and

**WHEREAS**, the Fair Labor Standards Act (FLSA), as amended in December 2019, and effective 16 January 2020; enforces the payment of overtime to employees meeting established criteria of positions deemed Exempt and Non-Exempt; and

**WHEREAS**, the CCU agrees with GWA Management that all employees holding CTP positions listed on appendix A as Non-Exempt be authorized overtime payment subject to proper budget authority and other GWA policies in place; and

**WHEREAS**, CCU Resolution No. 09-FY2010 authorized that all GWA Exempt employees be allowed to earn overtime under any circumstances subject to proper budget authority and other GWA policies in place; and

1           **NOW BE IT THEREFORE RESOLVED**, the Consolidated Commission on Utilities  
2 does hereby approve the following:

- 3           1. The recitals set forth above hereby constitute the findings of the CCU.  
4           2. This Resolution shall supersede the previous policy contained in Resolution 90-  
5           FY2010.  
6           3. The CCU finds that GWA Management desires to enhance compliance with the  
7           FLSA, as amended in December 2019 and effective 16 January 2020, by  
8           allowing overtime payment to its employees holding CTP positions deemed as  
9           Non-Exempt in Appendix A.  
10          4. The CCU hereby authorizes GWA General Manager to further designate newly  
11          created positions as necessary, pursuant to applicable FLSA criteria, as meeting  
12          non-exempt status for subsequent inclusion in the GWA Position Inventory  
13          shown in Appendix A.


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

17           **DULY AND REGULARLY ADOPTED**, this 23<sup>rd</sup> day of March, 2021.

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19           Certified by:

                  Attested by:

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21           



22           **JOSEPH T. DUENAS**  
23           Chairperson

**MICHAEL T. LIMTIACO**  
                  Secretary

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**SECRETARY'S CERTIFICATE**

I, Michael T. Limtiaco, 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 \_\_\_\_\_  
ABSENT: \_\_\_\_\_ 0 \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_ 0 \_\_\_\_\_



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## GWA Position Inventory by FSLA Exempt Status

Exempt Status	Job Code	Position Title	Total
Non-Exempt	0.230	Legal Secretary III	1
Non-Exempt	0.431	Utility Payroll Clerk II	1
Non-Exempt	0.432	Utility Payroll Clerk III	1
Non-Exempt	0.434	Utility Cashier I	1
Non-Exempt	0.435	Utility Cashier II	1
Non-Exempt	0.512	Computer Operator I	1
Non-Exempt	0.515	Computer Operator II	1
Non-Exempt	0.518	Computer Operator III	1
Non-Exempt	1.112	Utility Administrative Aide	1
Non-Exempt	1.117	Customer Service Representative	1
Non-Exempt	1.133	Utility Administrative Assistant	1
Non-Exempt	1.220	Land Agent I	1
Non-Exempt	1.221	Land Agent II	1
Non-Exempt	1.222	Land Agent III	1
Non-Exempt	1.433	Utility Storekeeper I	1
Non-Exempt	1.434	Utility Storekeeper II	1
Non-Exempt	1.445	Buyer I	1
Non-Exempt	1.446	Buyer II	1
Non-Exempt	2.387	Utility Accounting Technician I	1
Non-Exempt	2.388	Utility Accounting Technician II	1
Non-Exempt	2.389	Utility Accounting Technician III	1
Non-Exempt	2.509	Utility Personnel Assistant I	1
Non-Exempt	2.510	Utility Personnel Assistant II	1
Non-Exempt	2.640	Programmer Analyst I	1
Non-Exempt	2.641	Programmer Analyst II	1
Non-Exempt	2.685	GIS Analyst I	1
Non-Exempt	2.686	GIS Analyst II	1
Non-Exempt	2.687	GIS Analyst III	1
Non-Exempt	2.805	Legal Secretary I	1
Non-Exempt	2.806	Legal Secretary II	1
Non-Exempt	4.120	Safety Inspector I	1
Non-Exempt	4.121	Safety Inspector II	1
Non-Exempt	4.122	Safety Inspector III	1
Non-Exempt	4.242	Utility Compliance Inspector I	1
Non-Exempt	4.243	Utility Compliance Inspector II	1
Non-Exempt	4.244	Utility Compliance Inspector Leader	1
Non-Exempt	6.205	Construction Inspector I	1
Non-Exempt	6.206	Construction Inspector II	1
Non-Exempt	6.209	Construction Inspector III	1
Non-Exempt	9.305	Building Custodian	1
Non-Exempt	9.499	Trouble Dispatcher	1
Non-Exempt	9.521	Equipment Operator I	1
Non-Exempt	9.522	Equipment Operator II	1
Non-Exempt	9.523	Equipment Operator III	1
Non-Exempt	9.524	Equipment Operator IV	1
Non-Exempt	9.525	Equipment Operator Leader I	1
Non-Exempt	9.526	Equipment Operator Leader II	1
Non-Exempt	9.610	Shop Planner	1
Non-Exempt	9.740	Water Meter Maintenance & Repair Worker I	1
Non-Exempt	9.741	Water Meter Maintenance & Repair Worker II	1

# GWA Position Inventory by FSLA Exempt Status

Exempt Status	Job Code	Position Title	Total
Non-Exempt	9.770	Water Meter Reader I	1
Non-Exempt	9.771	Water Meter Reader II	1
Non-Exempt	9.772	Water Meter Reader Leader	1
Non-Exempt	10.161	Automotive Mechanic I	1
Non-Exempt	10.162	Automotive Mechanic II	1
Non-Exempt	10.171	Heavy Equipment Mechanic I	1
Non-Exempt	10.172	Heavy Equipment Mechanic II	1
Non-Exempt	10.175	Heavy Equipment Mechanic Leader	1
Non-Exempt	10.208	Utility Trades Helper	1
Non-Exempt	10.251	Water / Sewer Maintenance Worker I	1
Non-Exempt	10.252	Water / Sewer Maintenance Worker II	1
Non-Exempt	10.255	Water / Sewer Maintenance Leader	1
Non-Exempt	10.261	Carpenter I	1
Non-Exempt	10.262	Carpenter II	1
Non-Exempt	10.265	Carpenter Leader	1
Non-Exempt	10.281	Electrician I	1
Non-Exempt	10.282	Electrician II	1
Non-Exempt	10.285	Electrician Leader	1
Non-Exempt	10.411	Pumping Station Operator I	1
Non-Exempt	10.412	Pumping Station Operator II	1
Non-Exempt	10.415	Pumping Station Leader	1
Non-Exempt	10.421	Sewer Plant Operator I	1
Non-Exempt	10.422	Sewer Plant Operator II	1
Non-Exempt	10.425	Sewer Plant Leader	1
Non-Exempt	10.431	Wastewater Maintenance Mechanic I	1
Non-Exempt	10.432	Wastewater Maintenance Mechanic II	1
Non-Exempt	10.435	Wastewater Maintenance Mechanic Leader	1
Non-Exempt	10.451	Water Plant Operator I	1
Non-Exempt	10.452	Water Plant Operator II	1
Non-Exempt	10.455	Water Plant Leader	1
Non-Exempt	10.461	Plant Electrical Instrument Technician I	1
Non-Exempt	10.462	Plant Electrical Instrument Technician II	1
Non-Exempt	10.463	Plant Electrical Instrument Technician Leader	1
Non-Exempt	10.500	Water & Wastewater Systems Control Dispatcher I	1
Non-Exempt	10.501	Water & Wastewater Systems Control Dispatcher II	1
Non-Exempt	10.880	Leak Detection Technician I	1
Non-Exempt	7.420	Utility Laboratory Technician I	1
Non-Exempt	10.881	Leak Detection Technician II	1
Non-Exempt	7.421	Utility Laboratory Technician II	1
Non-Exempt	10.882	Leak Detection Technician Leader	1
Non-Exempt	7.423	Utility Laboratory Technician Leader	1
Non-Exempt	10.947	Water Distribution System Manager	1
			1
<b>Non-Exempt Total</b>			<b>93</b>
Exempt	0.423	Payroll Supervisor	1
Exempt	0.521	Computer Operations Supervisor	1
Exempt	1.118	Customer Service Representative Supervisor	1
Exempt	1.435	Warehouse Supervisor I	1
Exempt	1.436	Warehouse Supervisor II	1
Exempt	1.438	Inventory Management Officer	1

# GWA Position Inventory by FSLA Exempt Status

Exempt Status	Job Code	Position Title	Total
Exempt	1.448	Buyer Supervisor I	1
Exempt	1.449	Buyer Supervisor II	1
Exempt	1.451	Supply Management Administrator	1
Exempt	2.005	Budget Analyst	1
Exempt	2.01	Administrative Officer	1
Exempt	2.02	Management Analyst I	1
Exempt	2.021	Management Analyst II	1
Exempt	2.022	Management Analyst III	1
Exempt	2.023	Management Analyst IV	1
Exempt	2.059	Utility Services Administrator	1
Exempt	2.07	Chief Budget Officer	1
Exempt	2.12	Program Coordinator I	1
Exempt	2.121	Program Coordinator II	1
Exempt	2.122	Program Coordinator III	1
Exempt	2.123	Program Coordinator IV	1
Exempt	2.149	Contracts & Small Claims Administrator	1
Exempt	2.195	Grants Administrator	1
Exempt	2.33	Accountant I	1
Exempt	2.331	Accountant II	1
Exempt	2.332	Accountant III	1
Exempt	2.366	Internal Auditor	1
Exempt	2.379	Controller (Unclassified)	1
Exempt	2.39	Utility General Accounting Supervisor	1
Exempt	2.522	Communications Manager	1
Exempt	2.535	Personnel Specialist I	1
Exempt	2.536	Personnel Specialist II	1
Exempt	2.537	Personnel Specialist III	1
Exempt	2.538	Personnel Specialist IV	1
Exempt	2.559	Personnel Services Administrator	1
Exempt	2.585	Employee Development Specialist I	1
Exempt	2.586	Employee Development Specialist II	1
Exempt	2.587	Employee Development Specialist III	1
Exempt	2.631	Network Systems Administrator	1
Exempt	2.661	Asset Man. and Maint. Information System Officer	1
Exempt	2.67	Information Technology Manager	1
Exempt	2.675	Systems & Programming Administrator	1
Exempt	2.678	Network Analyst	1
Exempt	4.125	Safety Supervisor	1
Exempt	4.14	Senior Regulatory Analyst	1
Exempt	6.226	Right of Way Supervisor	1
Exempt	6.237	GIS/LIS Manager	1
Exempt	6.261	Engineer II (Associate)	1
Exempt	6.262	Engineer III (Senior)	1
Exempt	6.264	Engineer Supervisor	1
Exempt	6.28	Chief Engineer, PE (GWA)	1
Exempt	6.281	Assistant Chief Engineer	1
Exempt	6.283	Senior Engineer, PE	1
Exempt	6.285	Engineer I (Junior)	1
Exempt	6.315	Planner I	1
Exempt	6.316	Planner II	1

# GWA Position Inventory by FSLA Exempt Status

Exempt Status	Job Code	Position Title	Total
Exempt	6.317	Planner III	1
Exempt	6.318	Planner IV	1
Exempt	7.13	Biologist I	1
Exempt	7.131	Biologist II	1
Exempt	7.132	Biologist III	1
Exempt	7.23	Chemist I	1
Exempt	7.231	Chemist II	1
Exempt	7.232	Chemist III	1
Exempt	7.248	Monitoring Laboratory Services Administrator	1
Exempt	9.527	Equipment Operator Supervisor	1
Exempt	9.742	Water Meter Maintenance & Repair Supervisor	1
Exempt	9.773	Water Meter Reader Supervisor	1
Exempt	10.177	Heavy Equipment Mechanic Supervisor	1
Exempt	10.257	Water / Sewer Maintenance Supervisor	1
Exempt	10.417	Pumping Station Supervisor	1
Exempt	10.427	Sewer Plant Supervisor	1
Exempt	10.437	Wastewater Maintenance Mechanic Supervisor	1
Exempt	10.438	Centralized Wastewater Maintenance Superintendent	1
Exempt	10.457	Water Plant Supervisor	1
Exempt	10.498	Trouble Dispatcher Supervisor	1
Exempt	10.499	Chief Water and Wastewater Systems Dispatcher	1
Exempt	10.883	Leak Detection Technician Supervisor	1
Exempt	10.883	Utility Laboratory Technician Supervisor	1
Exempt	10.934	Operations & Maintenance Manager	1
Exempt	10.938	Wastewater Collection Superintendent	1
Exempt	10.942	Wastewater Plant Superintendent	1
Exempt	10.944	Wastewater Construction / Maintenance Superintendent	1
Exempt	10.944	Water Construction / Maintenance Superintendent	1
Exempt	10.945	Water Treatment Plant Superintendent	1
Exempt	11.009	Equipment Maintenance Superintendent	1
Exempt	11.011	Plant Electrical Instrument Superintendent	1
Exempt	11.012	Source Control Manager	1
Exempt	11.026	Cross Connection Control Manager	1
Exempt	41.063	General Manager (GWA) (Unclassified)	1
Exempt	41.095	Assistant General Manager Administration & Support (Unclassified)	1
Exempt	41.096	Assistant General Manager Operations (Unclassified)	1
Exempt	(blank)	Assistant Chief Financial Officer (Unclassified)	1
Exempt	(blank)	Assistant General Manager Collection & Distribution (Unclassified)	1
Exempt	(blank)	Assistant General Manager Compliance & Safety (Unclassified)	1
Exempt	(blank)	Assistant General Manager Production & Treatment (Unclassified)	1
Exempt	(blank)	Chief Financial Officer (GWA)	1
Exempt	(blank)	Information Security Administrator	1
Exempt	(blank)	Senior Engineer Supervisor, PE	1
Exempt	(blank)	Staff Attorney	1
Exempt	(blank)	Training & Development Manager	1
<b>Exempt Total</b>			<b>101</b>
<b>Grand Total</b>			<b>194</b>