



**CONSOLIDATED COMMISSION ON UTILITIES**

Guam Power Authority | Guam Waterworks Authority

P.O. Box 2977 ~~Hagatna~~, Guam 96932 | (671) 648-3002 | guamccu.org

**GPA RESOLUTION NO: 2021-07**  
**GWA RESOLUTION NO. 16-FY2021**

**CONFIRMING MANAGEMENT’S MARCH 2020 EMPLOYEE  
PANDEMIC PAY DETERMINATION**

**WHEREAS**, the Governor of Guam issued Executive Order 2020-04 effective March 16, 2020 directing all Government operations to shut-down with the exception of essential services; and

**WHEREAS**, in order to comply with the Executive Order, the Guam Power Authority (GPA) and Guam Waterworks Authority (GWA) closed all facilities to the public however, adequate crews and other personnel were maintained to provide critical power, water and wastewater services to its customers; and

**WHEREAS**, GPA and GWA management requested guidance from the Department of Administration and the Attorney General regarding the application of the existing DoA Personnel Rules and Regulations, which were adopted by GWA, referencing pay during a declared emergency; and

**WHEREAS**, GPA and GWA management received limited guidance which conflicted with and did not clearly clarify the application of emergency pay provisions of the DoA Personnel Rules and Regulations; and

**WHEREAS**, after lengthy management discussion and review by legal counsel, management determined that without any clear guidance to the contrary, the emergency pay provisions of the DoA Personnel Rules and Regulations would be applied strictly and across the board; and

1       **WHEREAS**, GPA and GWA actions taken conformed with the AG opinion of May 14,  
2 2020;

3  
4       **NOW BE IT RESOLVED**, the Consolidated Commission on Utilities does hereby  
5 confirm and approve of GWA and GPA management's determination to follow and apply the  
6 required emergency pay provisions of the DoA Personnel Rules and Regulations to all essential  
7 employees reporting for duty to their normal work stations from March 14, 2020 to May 11, 2020  
8 during the declared emergency.

9  
10       **FURTHER RESOLVED**, that the Chairman certifies and the Board Secretary attests to  
11 the adoption of this Resolution.

12  
13       **DULY AND REGULARLY ADOPTED AND APPROVED THIS 23<sup>RD</sup> DAY OF**  
14 **MARCH 2021.**

15 Certified by:

Attested by:

16  
17 

16  
17 

18 **JOSEPH T. DUENAS**

18 **MICHAEL T. LIMTIACO**

19 Chairperson

Secretary

20 Consolidated Commission on Utilities

Consolidated Commission on Utilities

21  
22                                   **SECRETARY'S CERTIFICATE**

23  
24       I, **Michael T. Limtiaco**, Board Secretary of the Consolidated Commission on  
25 Utilities (CCU), as evidenced by my signature above, do hereby certify as follows:

26  
27       The foregoing is a full, true and correct copy of the resolution duly adopted at a  
28 regular meeting by the members of the Guam CCU, duly and legally held at a place properly  
29 noticed and advertised at which meeting a quorum was present and the members who were  
30 present voted as follows:

31       AYES:                        5    

32       NAYS:                        Ø    

33       ABSENT:                     Ø    

34       ABSTAIN:                    Ø    

