



**GWA RESOLUTION NO. 27-FY2021**

**RELATIVE TO AMENDING THE GWA OVERTIME POLICY**

**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 terms and conditions of employment applicable to all 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. 14-FY2021 (Exhibit “A”) authorized that only GWA Non-Exempt employees be allowed to earn overtime under any circumstances subject to proper budget authority and other GWA policies in place; and

1           **WHEREAS**, the first resolve clause in CCU Resolution No. 14-FY2021 erroneously cited  
2 Resolution 90-FY2010 instead of Resolution 09-FY2010; and

3  
4           **WHEREAS**, the fourth resolve clause in CCU Resolution No. 14-FY2021 only allows the  
5 GWA General Manager to append Appendix A, Position Inventory for newly created Non-Exempt  
6 positions but not newly created Exempt positions; and

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8           **WHEREAS**, prior to Resolution No. 14-FY2021, private contractors agreed to reimburse  
9 GWA for overtime incurred by GWA employees, primarily Engineers, who perform after hours  
10 inspections of their construction projects; and

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12           **WHEREAS**, private contractors are being negatively impacted by CCU Resolution No.  
13 14-FY2021 because GWA employees now perform inspections during the work day which reduces  
14 private contractors' productivity; and

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16           **WHEREAS**, GWA is part of the Government of Guam Comprehensive Emergency  
17 Response Plan which includes GWA employee's participation as an Emergency Coordination  
18 Officer (ECO); and

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20           **WHEREAS**, during emergency situations such as a typhoon, ECO's work extended shifts  
21 before, during and after the emergency, often incurring significant amounts of overtime for which  
22 GWA is reimbursed by the Federal Emergency Management Agency (FEMA); and

23  
24           **WHEREAS**, the positions appointed by GWA to be ECO's are generally Exempt making  
25 them ineligible to receive overtime pay and denying GWA the opportunity to be reimbursed for  
26 the hours worked by ECO's; and

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28           **WHEREAS**, the age of GWA infrastructure results in occasional line breaks causing  
29 service outages and environment hazards. During 2<sup>nd</sup> and 3<sup>rd</sup> shift outages and emergencies,  
30 supervisors are often challenged by insufficient human resources necessary to ensure expeditious  
31 completion of service repairs; thus, they proceed to assume the duties of Non-Exempt employees  
32 for the benefit of the mission to deliver the highest level of service to ratepayers.


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 amend Resolution 14-FY2021 (Exhibit "A") resolve  
5           clause #2 to read "This Resolution shall supersede the previous policy contained  
6           in Resolution 09-FY2010."  
7           3. This resolution shall amend Resolution 14-FY2021 resolve clause #4 to read  
8           "The CCU hereby authorizes GWA General Manager to further designate  
9           newly created positions as necessary, pursuant to applicable FLSA criteria for  
10           subsequent inclusion in the GWA Position Inventory shown in Appendix A."  
11           4. This resolution shall amend Resolution 14-FY2021, by adding a new resolve  
12           clause #5 to read "The GWA General Manager is authorized to approve  
13           compensation for Exempt employees at the rate of 1 time the regular rate of pay  
14           for each hour, or portion of the hour worked in excess of 40-hours per week for  
15           whom GWA is reimbursed for the cost of said hours by a third party."  
16           5. This resolution shall amend Resolution 14-FY2021, by adding a new resolve  
17           clause #6 to read "The GWA General Manager is authorized to approve  
18           compensation for Operations and Maintenance Exempt employees at the rate of  
19           1 time the regular rate of pay for each hour, or portion of the hour worked in  
20           excess of 40-hours per week when employee assumes the role of a Non-Exempt  
21           employee during scheduled days off or during a 2<sup>nd</sup> or 3<sup>rd</sup> shift."

22           **RESOLVED**, that the Chairman certified and the Board Secretary attests to the adoption  
23 of this Resolution.  
24

25           **DULY AND REGULARLY ADOPTED**, this 24<sup>th</sup> day of August, 2021.  
26

27           Certified by:

28           

29           \_\_\_\_\_  
30           **JOSEPH T. DUENAS**  
31           Chairperson

27           Attested by:

28           

29           \_\_\_\_\_  
30           **MICHAEL T. LIMTIACO**  
31           Secretary

**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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**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 (AMENDED)**

**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  
5           ~~0990~~-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.
- 14          5. ~~The GWA General Manager is authorized to approve compensation for Exempt~~  
15          ~~employees at the rate of 1 time the regular rate of pay for each hour, or portion~~  
16          ~~of the hour worked in excess of 40-hours per week for whom GWA is~~  
17          ~~reimbursed for the cost of said hours by a third party.~~
- 18          4.6. ~~The GWA General Manager is authorized to approve compensation for Exempt~~  
19          ~~employees at the rate of 1 time the regular rate of pay for each hour, or portion~~  
20          ~~of the hour worked in excess of 40-hours per week when employee assumes the~~  
21          ~~role of a Non-Exempt employee during scheduled days off or during a 2<sup>nd</sup> or 3<sup>rd</sup>~~  
22          ~~shift.~~

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

25                   **DULY AND REGULARLY ADOPTED**, this ~~24<sup>th</sup>~~ ~~23<sup>rd</sup>~~ day of ~~August~~ ~~March~~, 2021.

26  
27  
28                   Certified by:

                                          Attested by:

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31                   \_\_\_\_\_  
32                   **JOSEPH T. DUENAS**  
                          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: \_\_\_\_\_  
NAYS: \_\_\_\_\_  
ABSENT: \_\_\_\_\_  
ABSTAIN: \_\_\_\_\_

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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> |