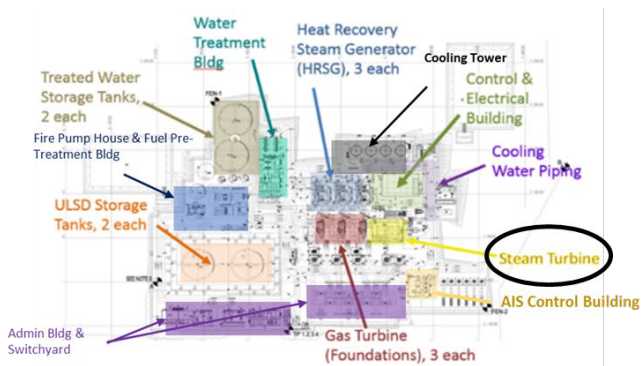


General Manager's Report

Ukudu Power Plant Construction Status



Steam Turbine & Generator Building – Installation of exterior panels has been completed

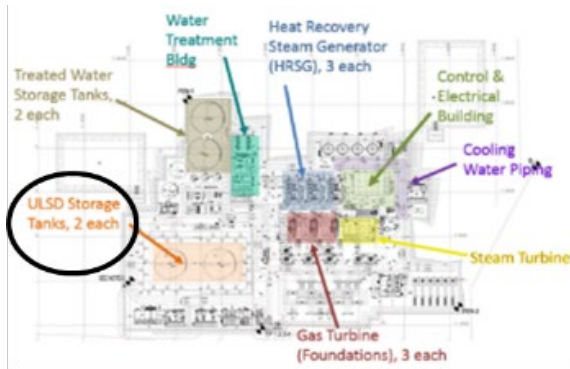


Installation of the ST Condenser, Circulating Water Risers, and Auxiliary Heat Exchangers is in progress



General Manager's Report

Ukudu Power Plant Construction Status



ULSD Storage Tanks – Installation is in progress for the 4th level of steel walls

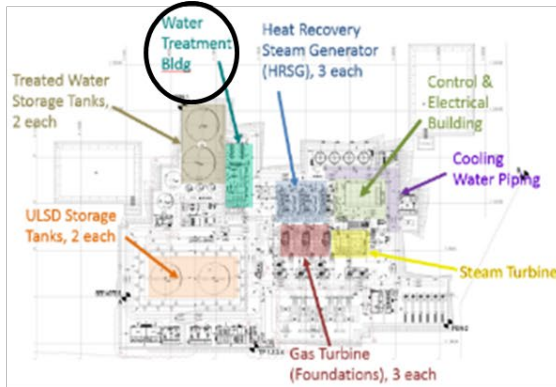


Inside view of ULSD Tank A



General Manager's Report

Ukudu Power Plant Construction Status



Water Treatment Building – Equipment installation and piping work is ongoing.

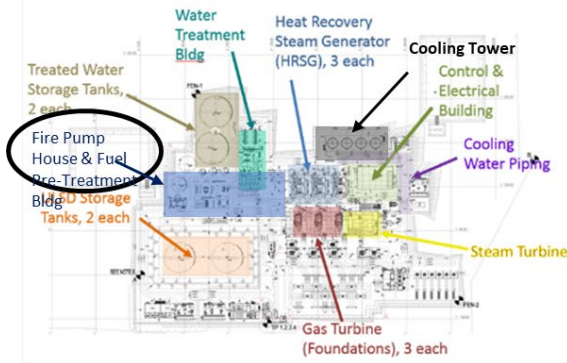


Water Pre-Treatment Area – Installation of pipe supports



General Manager's Report

Ukudu Power Plant Construction Status

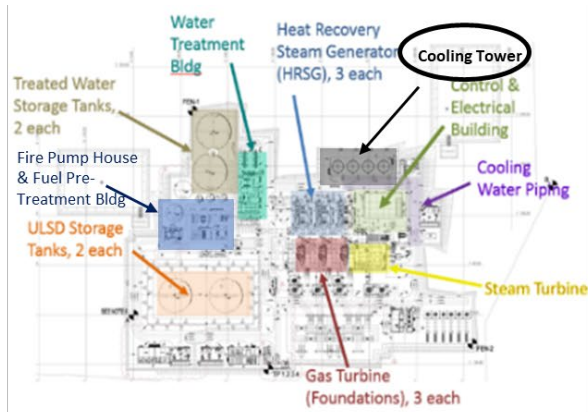


Fire Pump House— External piping towards Firefighting tank is being installed



General Manager's Report

Ukudu Power Plant Construction Status



Cooling Tower & Basin – FRP structure assembly is in progress

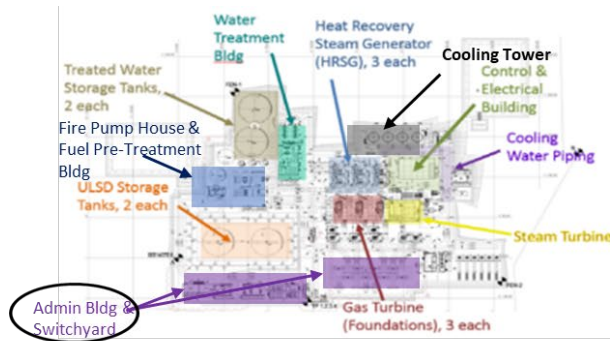


Fire Water Piping installation is ongoing



General Manager's Report

Ukudu Power Plant Construction Status



Switchyard – Gravel is being placed in the east side of the AIS yard

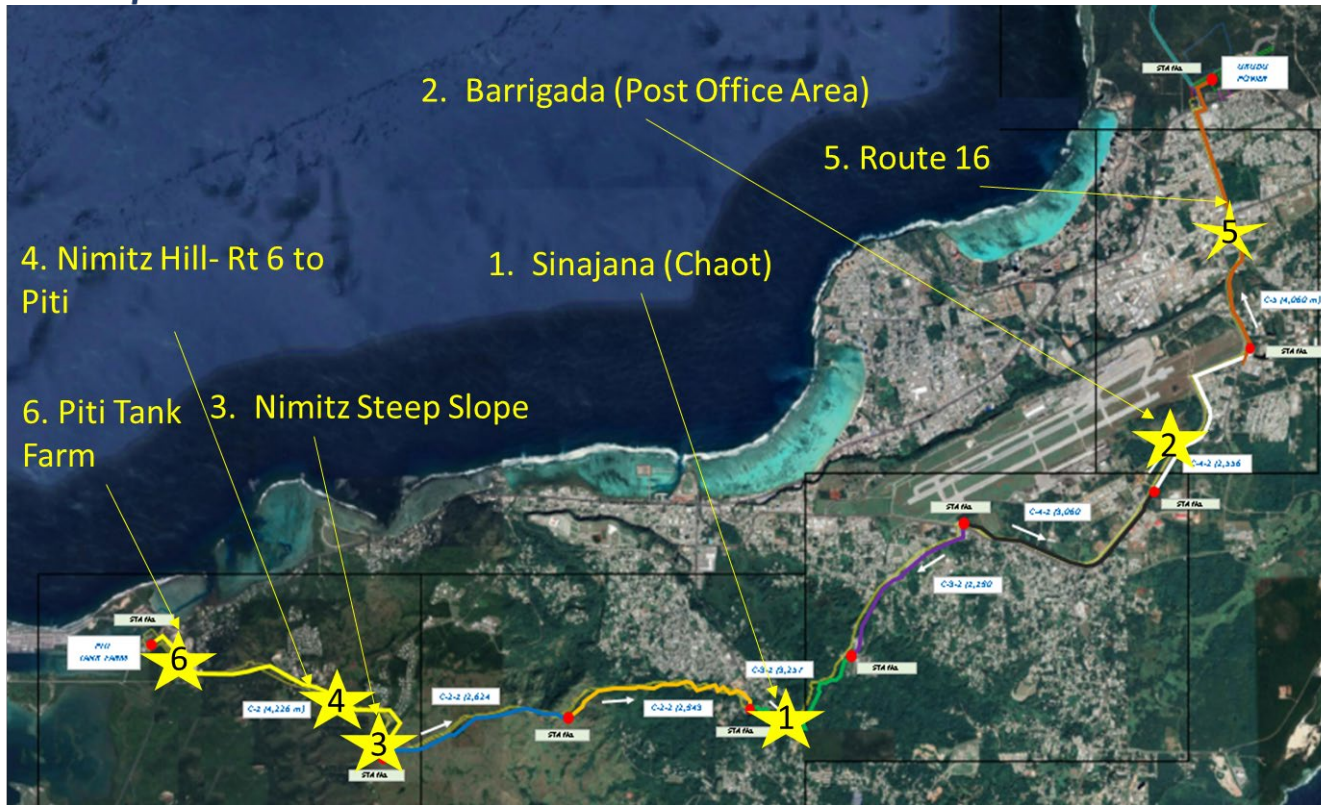


Switchyard Building – Performing Site Acceptance Tests for Control Panel



General Manager's Report

Fuel Pipeline Construction Status



General Manager's Report

Fuel Pipeline Construction Status

1. Sinajana/Chaot area

Pipeline installation east of Chaot Bridge is in progress.



2. Barrigada (Post Office)

Excavation is ongoing at the Barrigada Post Office



General Manager's Report

Fuel Pipeline Construction Status

3. Nimitz Hill

Above ground pipeline installation is in progress.



4. Nimitz Hill- Rt 6 to Piti

Sand bedding and flowable fill pouring is in progress.

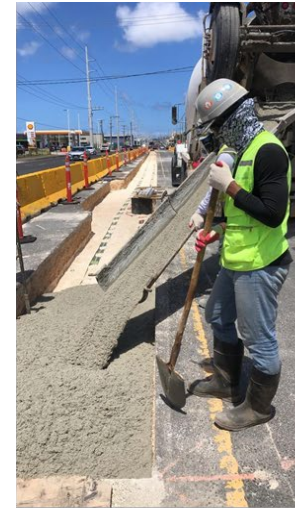


General Manager's Report

Fuel Pipeline Construction Status

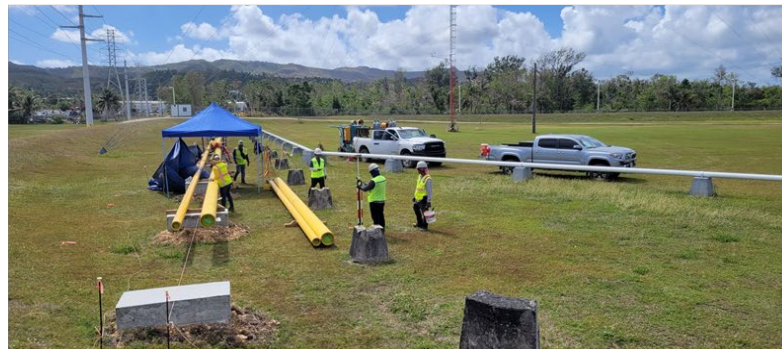
5. Route 16

Excavation and pipeline installation is ongoing.

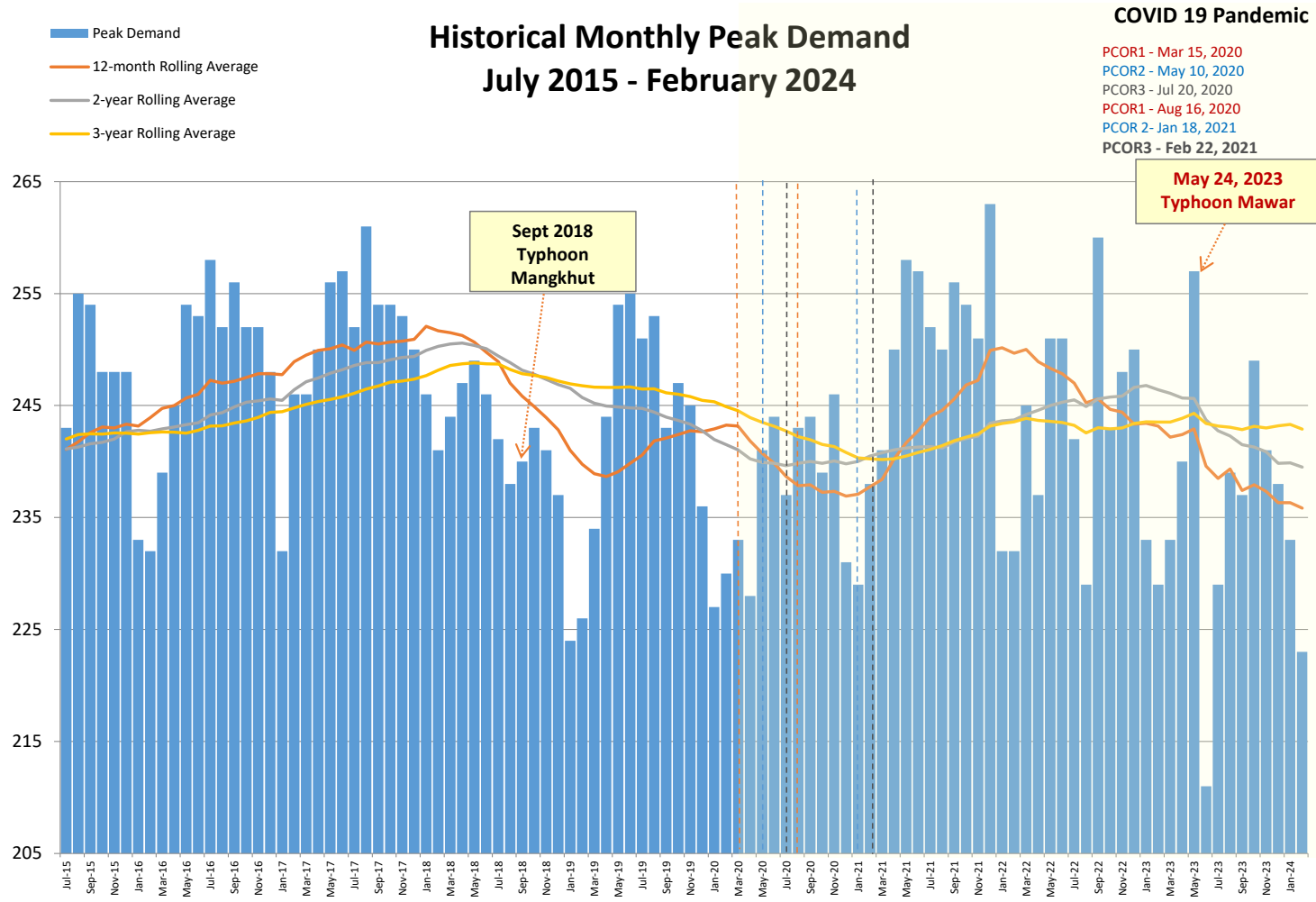


6. Piti Tank Farm

Pipeline installation within the Piti Tank Farm is in progress



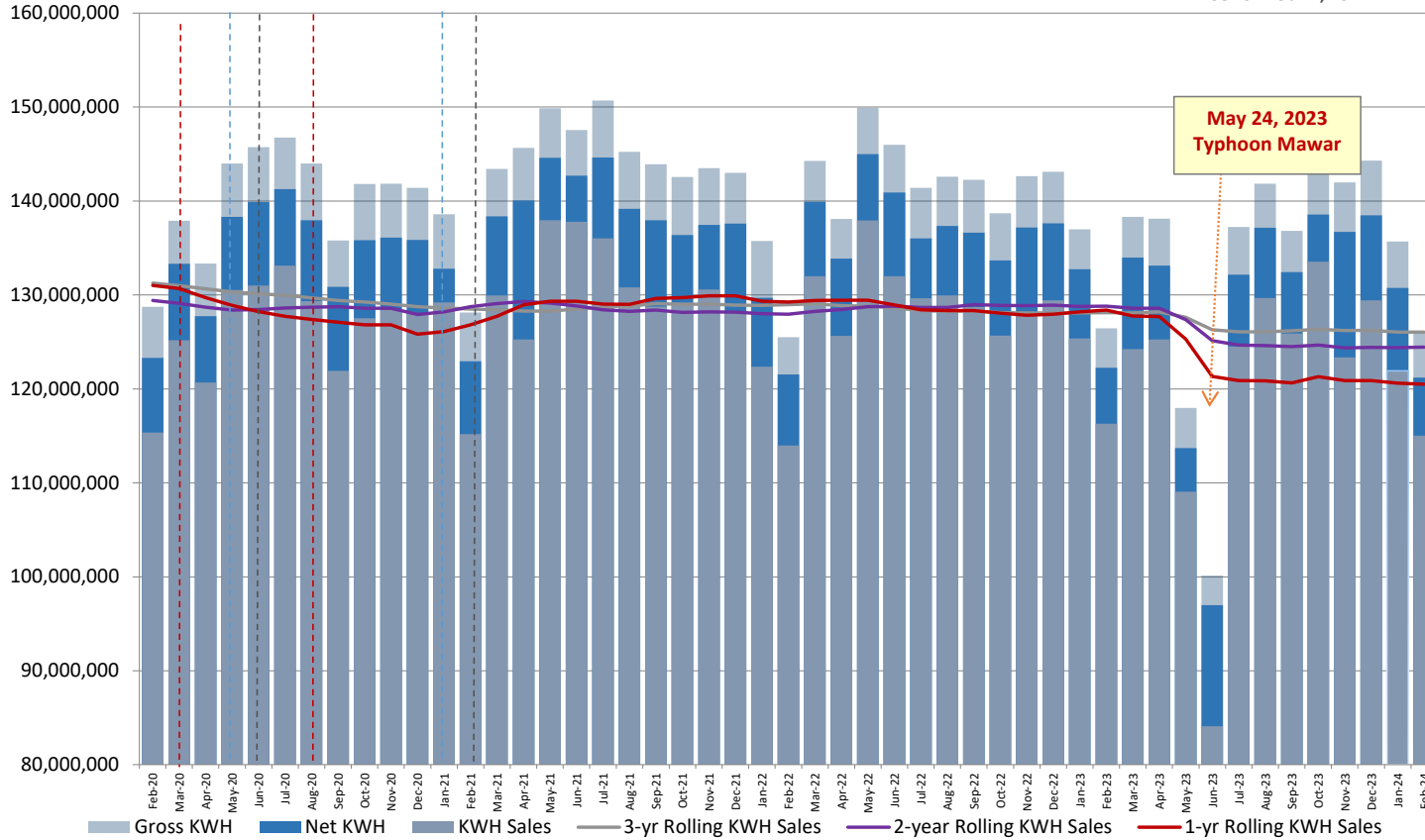
Generation KPIs February 2024



Historical KWH Sales Feb 2020 - Feb 2024

COVID 19 Pandemic

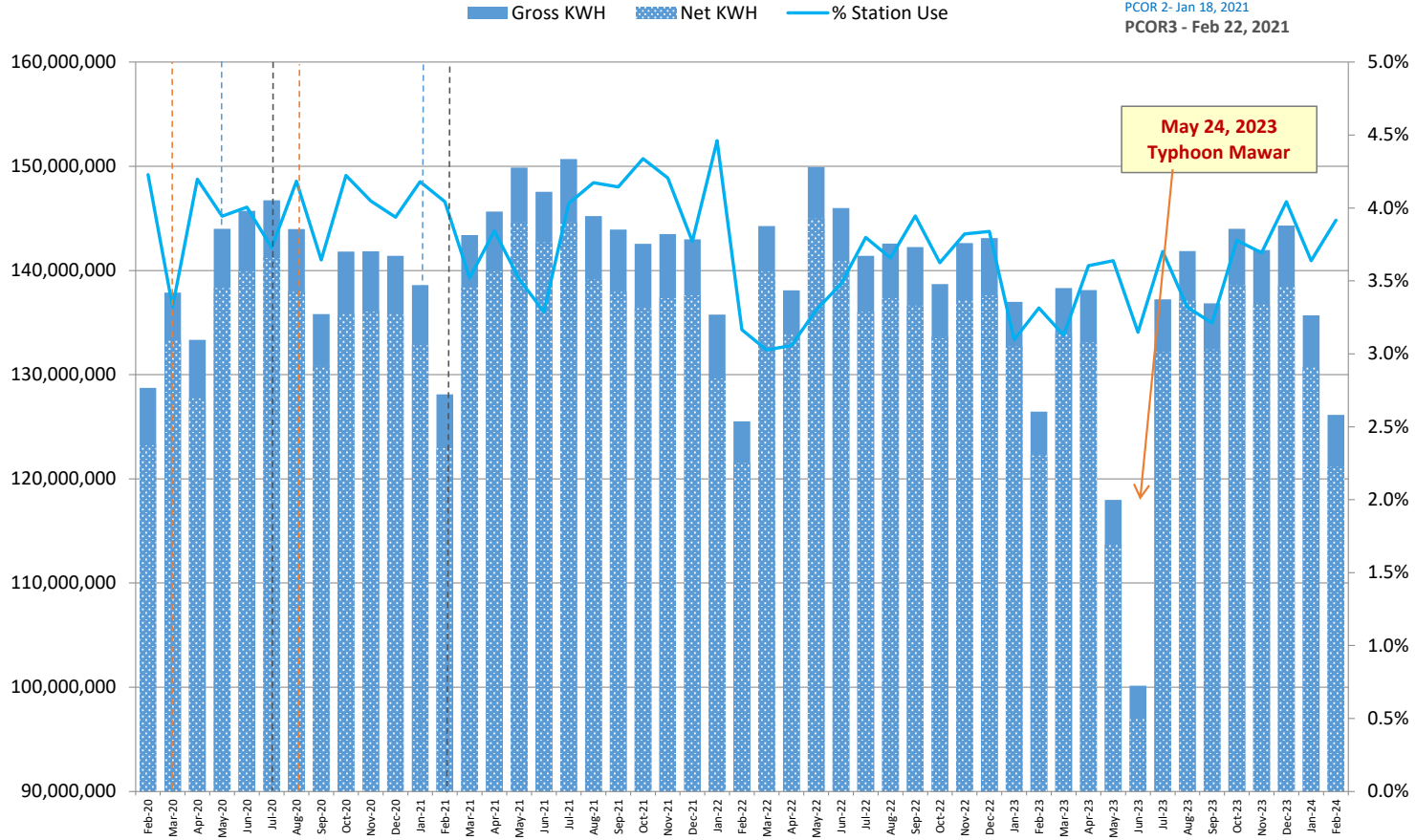
- PCOR1 - Mar 15, 2020
- PCOR2 - May 10, 2020
- PCOR3 - Jul 20, 2020
- PCOR1 - Aug 16, 2020
- PCOR 2- Jan 18, 2021
- PCOR3 - Feb 22, 2021

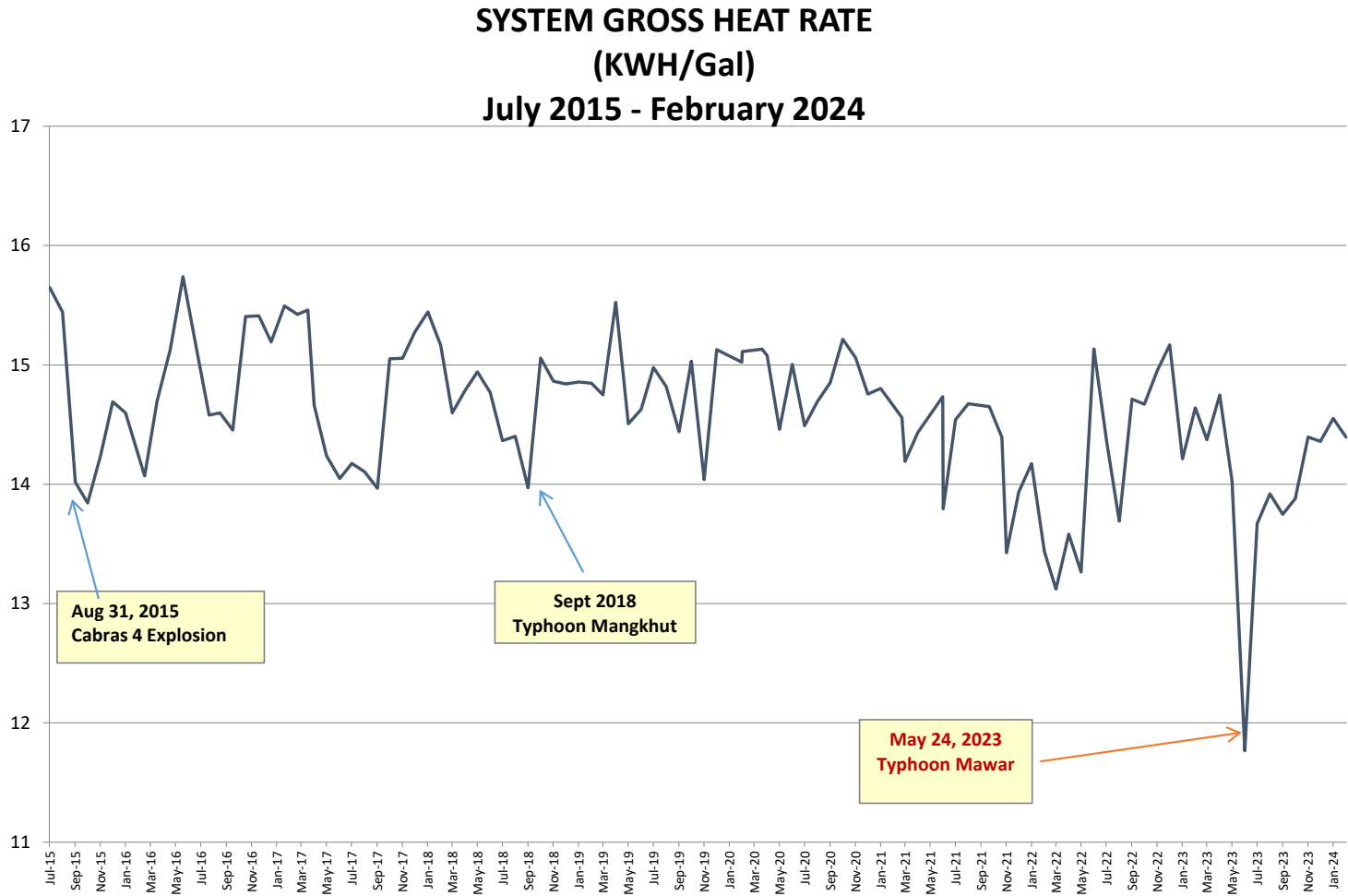


Gross and Net Generation (KWH) Feb 2020 - Feb 2024

COVID 19 Pandemic

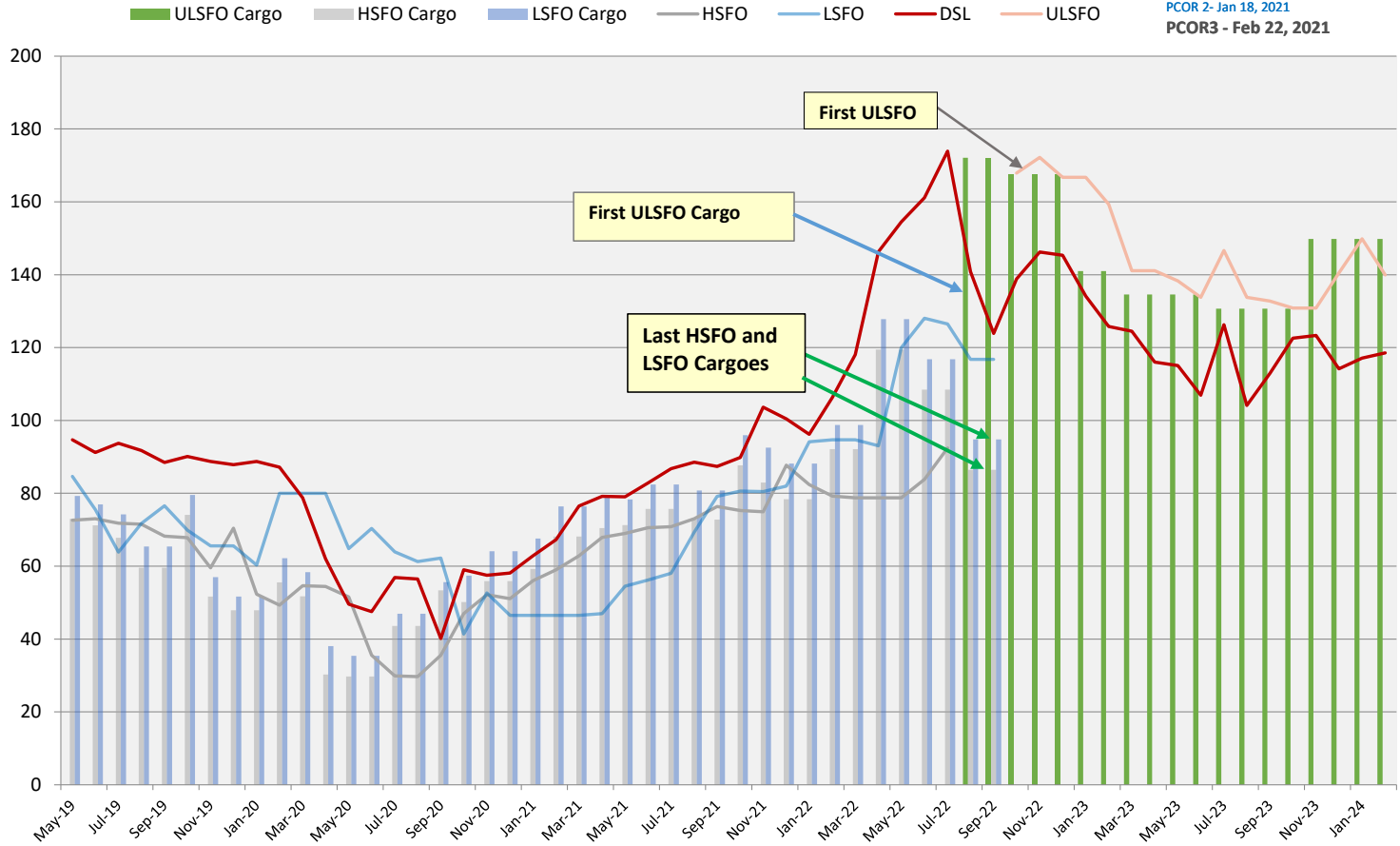
- PCOR1 - Mar 15, 2020
- PCOR2 - May 10, 2020
- PCOR3 - Jul 20, 2020
- PCOR1 - Aug 16, 2020
- PCOR 2- Jan 18, 2021
- PCOR3 - Feb 22, 2021





Fuel Cargo and Fuel Consumption Costs (\$/bbl) May 2019 - Feb 2024

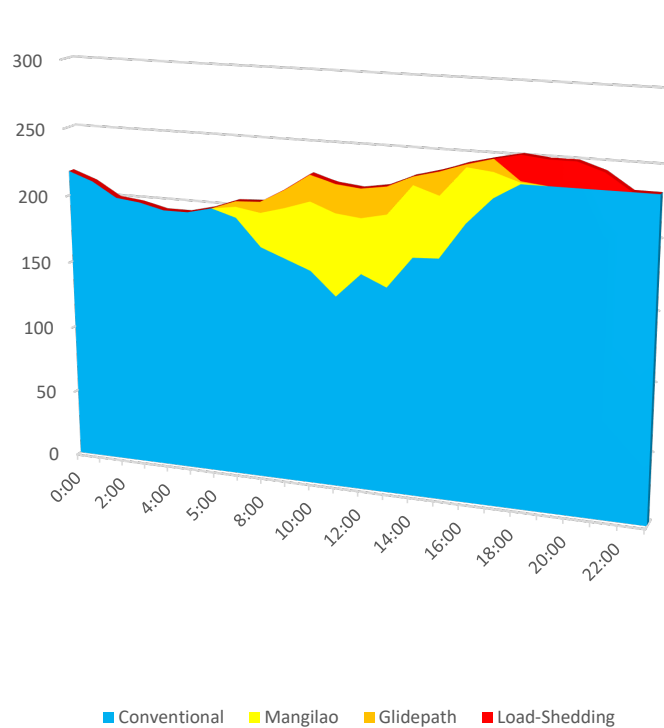
COVID 19 Pandemic
 PCOR1 - Mar 15, 2020
 PCOR2 - May 10, 2020
 PCOR3 - Jul 20, 2020
 PCOR1 - Aug 16, 2020
 PCOR 2 - Jan 18, 2021
 PCOR3 - Feb 22, 2021



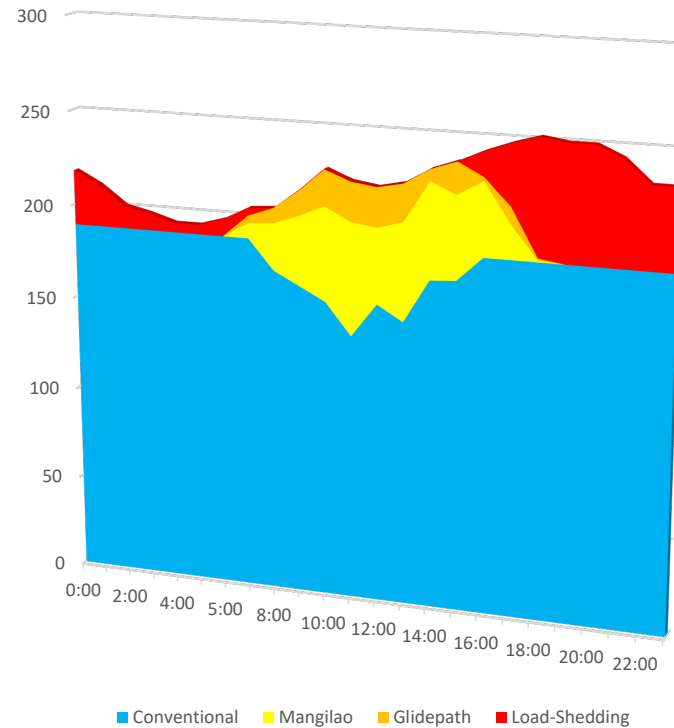
GENERATION CAPACITY UPDATE

Impact of Generation Capacity Shortfall: Down Baseload Scenarios

One Baseload Down
Load Shedding 18 MW
Capacity 232 MW; Demand 250 MW



Two Baseloads Down
Load Shedding 61 MW
Capacity 189 MW; Demand 250 MW



Load Shedding Summary SEP 01, 2023 – MAR 20, 2024

Month	Feeders Impacted	Feeder Outages	Hours Outaged	Avg. MW /Feeder	Avg. Hrs /Feeder	Unserved kWh	% Energy Unserved	Days LS
23-Sep	48	349	274	2.83	5.7	6,497,316	4.90%	20
23-Oct	49	162	114	2.84	2.3	1,185,508	0.86%	11
23-Nov	51	286	244	2.84	4.8	4,261,898	3.11%	9
23-Dec	12	13	7	3.47	0.6	66,018	0.05%	4
24-Jan	21	25	18	1.9	0.9	44,449	0.03%	4
24-Feb	9	10	8	1.74	0.9	17,120	0.01%	1
			665		12.1			49

	Sep-24	Oct-24	Nov-24	Dec-24	Jan-24	Feb-24	Mar-24	Apr-24	May-24
Net kWh Send-out	133,231,195	132,766,903	136,680,507	137,615,616	129,255,577	121,547,053	139,902,831	133,905,681	143,520,734
Avg MW Demand	219	224	233	233	211	214	232	226	240
Highest MW Demand	237	249	245	244	233	223	245	237	248

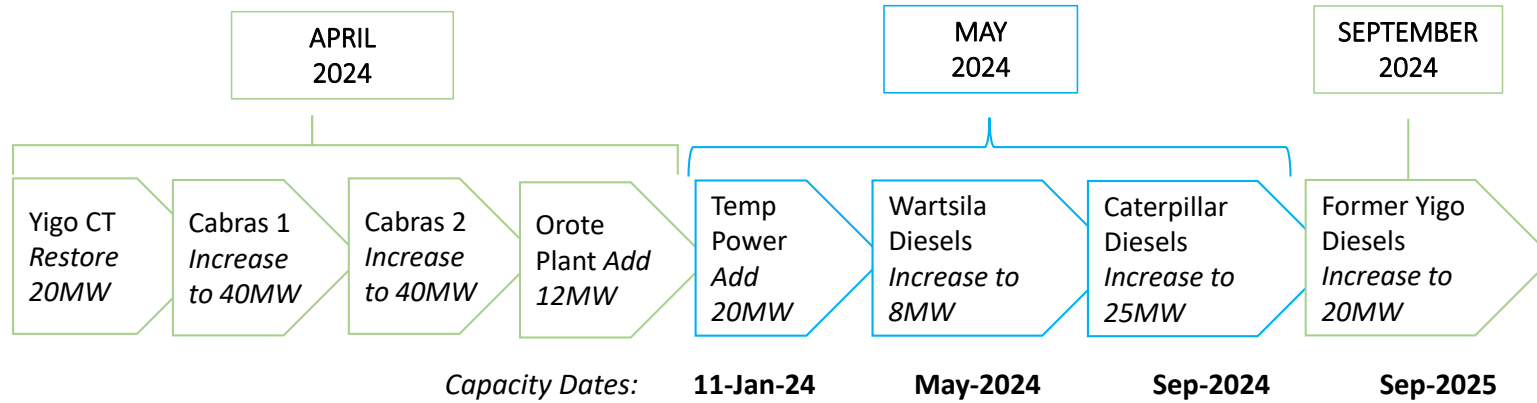
Notes:

1. Published monthly load shedding schedules are based on a scenario with up to 2 baseload plants offline.
2. On Nov 17, 3 plants were offline: (1) Piti 7 had been offline for preventive maintenance. (2) Cabras 2, baseload plant, suffered a boiler tube leak and was taken offline the previous evening for emergency repairs. (3) Piti 8, baseload plant, experienced a cooling water leak that evening (at the onset of peak demand), and was taken offline for emergency repair.
3. Lower demand, especially in Dec 2023, allowed plant personnel to complete repairs and preventative maintenance with little or no load shedding scenarios.
4. The numbers (Feeders Impacted, Feeder Outages, Hours Outaged, Avg. MW/Feeder, Avg. Hrs/Feeder, Unserved kWh) from September, 2023 through January, 2024 have been updated.

Action Plan for Recovery of Existing Capacity and Adding New Capacity

PLANT	ACTION	TARGET DATE
Cabras 2 <i>Baseload</i>	Boiler tube repairs. Unit being loaded towards 35-45 MW capacity.	Nov 20, 2023 (completed)
Piti 7 <i>Combustion Turbine</i>	Plenum repair (2-day outage) will increase capacity from 22 MW to 30 MW.	Dec 2, 2023 (early completion)
Yigo CT 20 MW <i>Combustion Turbine</i>	Typhoon damaged rotor under repair in Texas. GPA seeking assistance from federal partners to expedite return shipping.	Mar 2024
1.1 MW Diesels <i>Cummins Diesels</i>	Repair/replace up to 20 MW of capacity. Temporarily site at Tenjo (Emergency Procurement)	Sep 2024
Manenggon/Pulantat Diesels <i>Wartsila Diesels</i>	Current plant capacity at 3 MW. Unit control system replacement to increase plant capacity to 8 MW	May 2024
Tenjo, Talo'fo'fo Diesels <i>Caterpillar Diesels</i>	Perform significant repairs and/or rehabilitate units to increase plant capacity from by 12 MW to 25 MW	May 2024
Talo'fo'fo BESS <i>Existing Utility-Scale ESS</i>	Utilize existing Battery Energy Storage System (ESS) to shift 4 MW energy during peak time	Feb 2024 (completed)
OTHER CAPACITY		
Orote #2	5.6 MW Navy generator	Ongoing
Interruptible Load (IL) Program	Expand participation. Currently at ~16 MW.	Ongoing
NEW CAPACITY		
Temporary Power 20 MW	Procure 20 MW of temporary power generation under Emergency Procurement. Bill 206, passed by the Legislature and signed into law by Governor, allows the 2-year contract and may prevent delays due to protest.	May 2024, if no procurement protests or other delays

Near-Term Capacity Action Plan Timeline

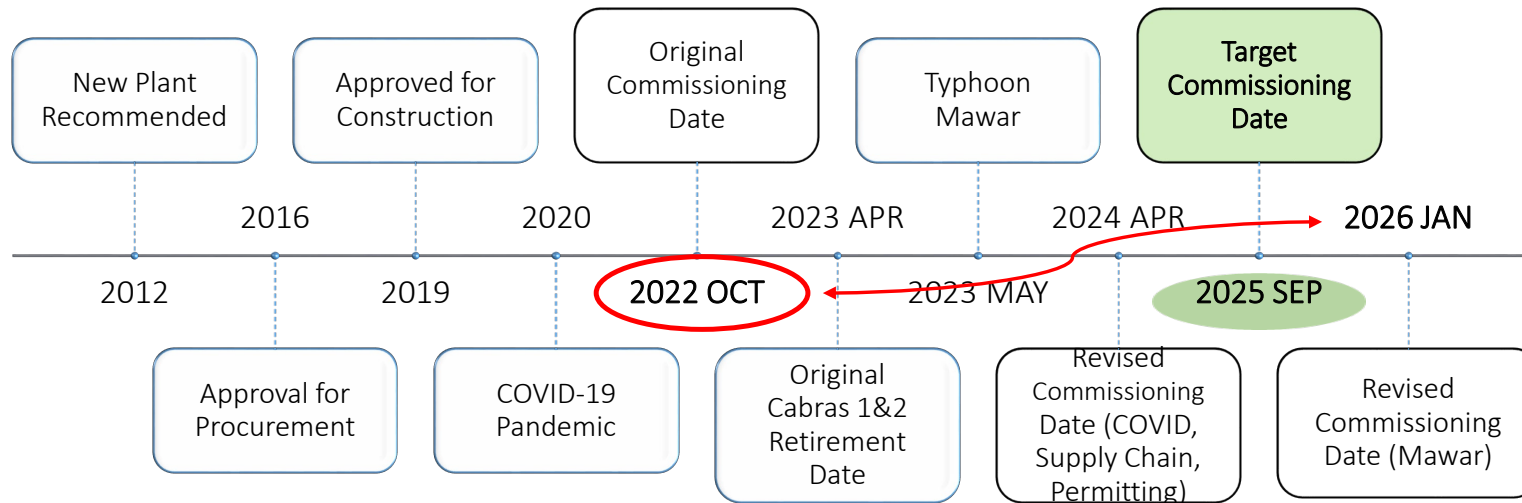


	11-Jan-24	May-2024	Sep-2024	Sep-2025
Yigo CT: Restore to 20MW <i>April</i>	0	20	20	20
Cabras 1: Increase to 40MW <i>April</i>	21	40	40	40
Cabras 2: Increase to 40MW <i>April</i>	34	40	40	40
Orote: Add 12MW <i>April</i>	0	12	12	12
Temporary Power Services: Add 20MW <i>May</i>	0	20	20	20
Wartsila Units: Increase to 8MW <i>May</i>	3	8	8	8
Caterpillar Units: Increase to 25MW <i>May</i>	12	25	25	25
1.1MW Diesels: Increase to 20MW <i>Sept</i>	6	0	20	20
Targeted MW Increase:	76	165	185	185

Long-Term Generation Capacity In Progress

New 198 MW Ukudu Combined Cycle Power Plant

- This plant, which is under construction and scheduled for commissioning in 2024, has now been delayed to January 2026 due to damages sustained from Typhoon Mawar. This delay presents additional challenges for GPA to meet the demand over the next two years.
- The new plant will provide improved generation reliability and substantially reduce fuel operating costs once commissioned.
- The plant is a critical part of the USEPA-GPA Consent Decree which also requires the retirement of Cabras units 1&2 within 5 months of the Ukudu plant's commissioning.



Long-Term Generation Capacity In Progress

(continued)

PHASE IV RENEWABLES BID

- Bids from proponents have been received. All five (5) bidders have progressed to next phase.
- Approximately 330MW of renewable energy with energy shifting Energy Storage Batteries may be awarded late this summer. Contract which would shift at least 50% energy production from daytime supply to nighttime supply to meet peak and reduce conventional unit production.
- Commissioning may take about 3 years from CCU & PUC approvals.
- GPA may achieve 50% renewables by 2027, years ahead of 2035 mandate.
- The energy storage systems will help increase GPA generation capacity substantially.

HANWHA 41 MW SOLAR PV PLANT

- Project has received CCU & PUC approvals.
- Targeted commissioning is NLT April 2026

VIRTUAL POWER PLANT BID

- Engineering technical analysis and work on bid specifications are ongoing. Team is analyzing best way to integrate smaller-sized renewable capacity into the grid.
- This bid is considering 20 MW capacity as the initial pilot bid.

E&TS Divisional Report Summary

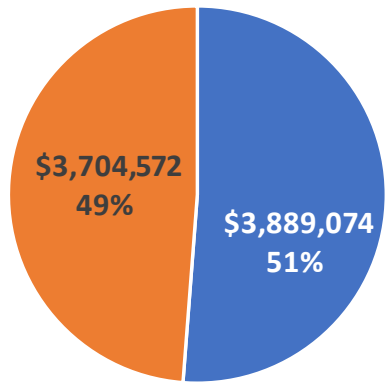
February 29, 2024

Contents

- E&TS Budget Execution Performance
 - O&M Contract Budget
 - CIP Budget
 - DSM Budget
- Environmental Compliance (SPCC and BMP Inspections)

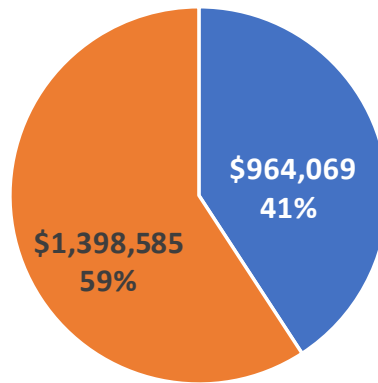
E&TS Budget Execution Performance

E&TS O&M Contract Budget

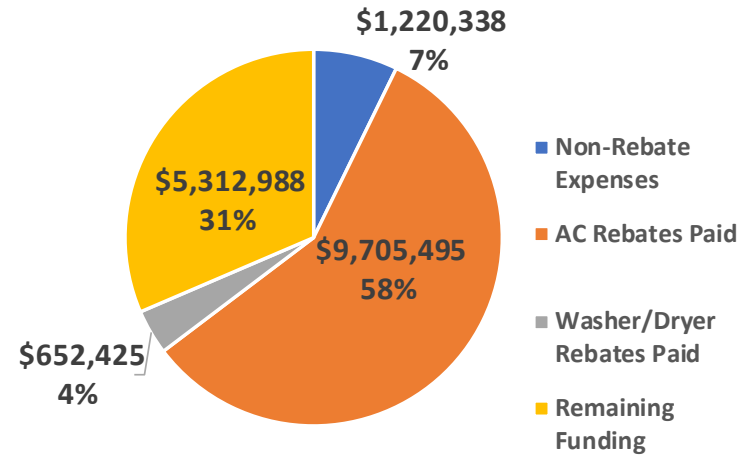


■ Obligated/Spent
■ Remaining Balance

E&TS CIP Budget



OCT 2016 to OCT 2023 DSM EXPENSE SUMMARY



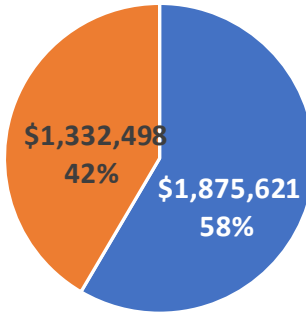
■ Non-Rebate Expenses
■ AC Rebates Paid
■ Washer/Dryer Rebates Paid
■ Remaining Funding

*Pending DSM & ENG updates

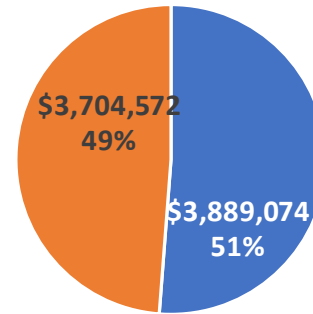
ENG O&M Contract Budget

\$- 0%

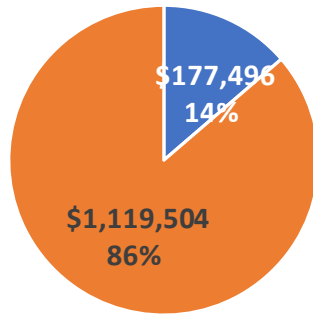
SPORD O&M Contract Budget



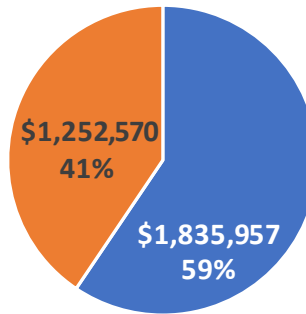
E&TS O&M Contract Budget



P&R O&M Contract Budget



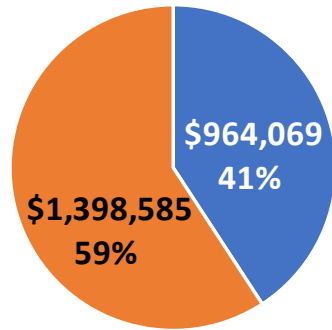
IT O&M Contract Budget



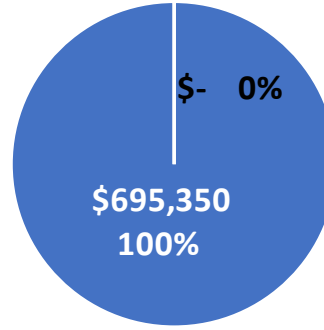
■ Obligated/Spent
■ Remaining Balance

*Pending ENG updates

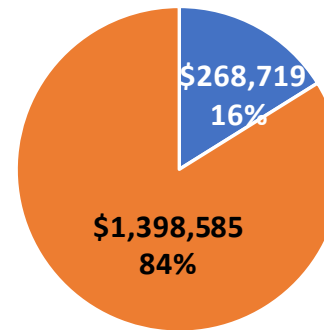
E&TS CIP Contract Budget



SPORD CIP Budget



IT CIP Budget



■ Obligated/Spent
■ Remaining Balance

FY 2024 Procurement Status

Business Unit	Current Type					Current Status			Planned			
	RFP	Bid	Multistep Bid	Total	Resolicited	QBL Established	Evaluation Completed	Award/NTP	RFP	Bid	Multistep Bid	Total
SPORD	4	1	3	8	1	2	2	3	8	3	3	14
Engineering				0								0
SPORD/Engineering				0								0
IT	1			1					1			1
P&R	2	1	1	4		3	1					0
				0								0
Total	7	2	4	13	1	5	3	3	9	3	3	15

Environmental Compliance

P&R Inspections Status Ending February 29, 2024

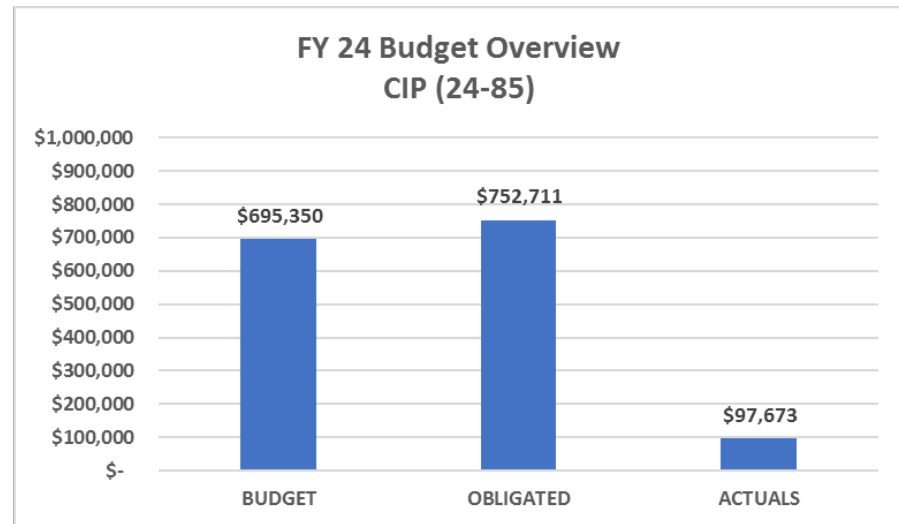
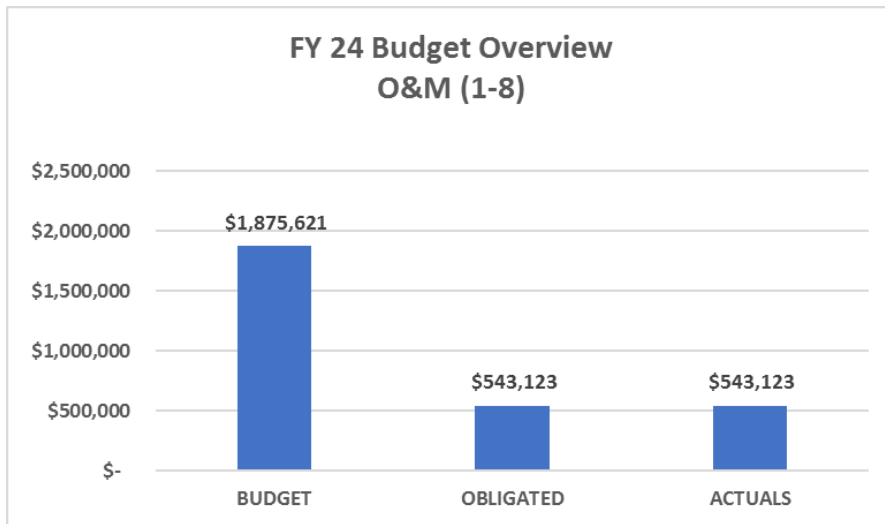
Inspection Type	Organization Responsibility	Violations Not Remediated	Number
Spill Prevention, Control, and Countermeasure (SPCC)	Generation	New Violation Notifications Issued	7
		Remediations Past Due	40
		Remediations Not Past Due	2
	T&D	New Violation Notifications Issued	0
		Remediations Past Due	0
		Remediations Not Past Due	0
Best Management Practices (BMPs)	Generation	New Violation Notifications Issued	0
		Remediations Past Due	10
		Remediations Not Past Due	0

- SPCC rule purpose is to help facilities prevent oil discharges into navigable waters or adjoining shorelines
- BMP refers to a type of auxiliary pollution controls in the fields of industrial wastewater control and municipal sewage control, storm water management, and wetland management

SPORD CCU Report

February 29, 2024

SPORD FY 2024 Budget Status



**O&M excludes DSM & Major Contracts (IPP, PPA, Fuel). CIP includes EPCM contract costs.*

SPORD FY 2024 Budget Status

- Major Contracts (Non-O&M)

Contract Description	Budgeted Amount	Committed Amount	Actuals	PO Balance
Fuel Contracts	\$ 389,922,124	\$ 40,417,088	\$ 132,606,837	\$ 257,315,287
MEC IPP (Piti 8&9)	\$ 3,583,175	\$ 1,780,149	\$ -	\$ 3,583,175
Glidepath & KEPCO Contract (Renewables)	\$ 21,361,788	\$ 298,598	\$ -	\$ 21,361,788

PROCUREMENT ACTIVITIES

PENDING AWARD / NTP

Responsible	PROJECT	Description	CCU Date Approved (Resolution No.)	PUC Date Approved (Docket No.)	Projected Start*	Projected Completion	Status
SPORD (ANF)	FUEL	RFO Inspection & Testing Services Contract	N/A (<\$1M)	N/A (<\$1M)	12/1/2023	7/31/2025	Awaiting NTP

ONGOING PROCUREMENT

Responsible	PROJECT	Description	Bid or RFP	Bid/RFP No	Announced	Bid Opening / Due	Notes
SPORD (LOS/JTL)	PLANNING SOFTWARE	Utility Resource Planning Software (CIP)	RFP	GPA-RFP-22-004	4/21/2022	6/23/2022	Price Proposal evaluation and negotiation with 2nd proponent are on-going. Best and Final Offer received. Pending funding.
SPORD(CNC)	MWMS	Clevert Mobile Workforce Management Software Services	RFP	GPA-RFP-22-006	11/1/2022	12/2/2022	Awaiting Vendor price proposal
SPORD(JUM)	SCADA	DNP3 Secure Authentication Services	RFP	GPA-RFP-22-007	8/11/2022	11/14/2022	Awarded to Closedloop Communications, Inc. Contract completed
SPORD (LOS/JTL/MNM)	SOLAR CANOPY	Installation of Solar Canopy at Fadian Public Parking Area	MS Bid	MS GPA-042-22	8/9/2022	1/5/2024	Bid submittal due date was 1/5/24. No bids received. Re-bid documents submitted. Pending OAG review.
SPORD (LOS/JTL/MNM)	RENEWABLES	Phase IV Renewable Resource Acquisition	MS Bid	MS GPA-012-23	12/1/2022	10/2/2023	Opening of Price Proposals was on 12/20/23 with 5 bidders submitting bids for 11 sites. The System Impact Study began in February for all 11 sites.
SPORD (ANF)	FUEL	Bulk ULSD Supply (Oceantanker delivery)	MS Bid	MS GPA-040-23	6/8/2023	10/18/2023	Solicitation in progress Step 1 (Technical Proposal) completed Step 2 (Price Proposal) completed Step 3 Approved for Award by CCU (10/31/23) & PUC (11/30/23) Step 4 Awaiting NTP
SPORD (BSN/FJI/LOS)	TEMPORARY POWER	Temporary Power Services	Notice of Interest - Emergency Procurement	None	12/12/2023	12/18/2023	Final proposal accepted on 1/23/24. CCU approval received 1/23/24. Pending OAG review and PUC approval.

DEVELOPING PROCUREMENT						
Responsible	PROJECT	Description	Bid or RFP	Projected Start	Projected Completion	Status
SPORD (LOS/JTL)	ESS	Standby Generator & Automatic Transfer Switch for Talofoto ESS	RFP	FY 2025	FY 2026	RFP package pending, need management approval prior to submittal to PMM for advertisement.
SPORD (LOS/JTL/MNM)	IPP/PMC	Piti 8&9 PMC	MS Bid	Cancelled		PUC approved contract extension on March 30, 2023 (Docket No. 23-11). Finalizing contract amendment.
SPORD(CNC)	OMS	Milsoft OMS (Outage Management System-DisSPatch) Software Service	RFP	FY 2024	TBD	Submitted RFP Documents to Procurement for processing
SPORD(CNC)	Engineering Analysis	Milsoft WindMil (Engineering Analysis) and WindMilMap (Geographic Circuit Model Editing) Software Services	RFP	FY 2024	TBD	RFP Announced
SPORD(CNC)	Tier II	HITACHI WIRELESS MESH NETWORK SERVICES	RFP	FY 2024	TBD	Submitted RFP Documents to Procurement for processing
SPORD(CNC)	Tier II	GPA TIER II WIRELESS MESH NETWORK EQUIPMENT SERVICES	RFP	FY 2024	TBD	Submitted RFP Documents to Procurement for processing
SPORD(JUM)	TIER III	Landis+Gyr Software and System Services	RFP	FY 2024	TBD	RFP Announced
SPORD(JUM)	TIER III	Landis+Gyr Advanced Meter Infrastructure Equipment	RFP	FY 2024	TBD	RFP Announced
SPORD (ANF)	FUEL	ULSD Supply (Roadtanker Delivery)	MS Bid	Mar-24	Oct-24	Submitted MS IFB Documents to Procurement on 02/20/2024 for Solicitation
SPORD(JUM)	Renewable	Solar Irradiance (Solar Monitoring)	Bid	FY 2024	TBD	Submitted RFQ specs to PMM. PMM processing
SPORD(CNC)	Tier II	Solar Wraps	Bid	FY 2024	TBD	Developing Specifications
SPORD(CNC)	GIS	Street View Mapping	RFP	FY 2024	TBD	Developing Specifications
SPORD(JUM)	DSM	Home Area Network Devices	Bid	FY 2024	TBD	Submitted RFQ specs to PMM. PMM processing
ANF	FUEL	Diesel Supply to Tenjo Vista	MS Bid	TBD	TBD	CCU (Resolution 2020-02) and PUC (Docket 20-07). For solicitation.

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
1	Energy Storage System (Phase I)	<ol style="list-style-type: none"> Annual maintenance completed Jul/Aug 2023. Weekly, monthly, quarterly and half-yearly maintenance inspections for the Agana and Talofoto ESS sites are on-going. Review of daily, weekly, monthly, quarterly, half-yearly, yearly reports are on-going. Novation Agreement to transfer contract to SJ Dooall signed on 2/1/24. Inspection of pending repairs is on-going. Coordination of Talofoto ESS peak-shifting operation to support load-shedding prevention is on-going. Damage claims analysis for AGMETS is on-going. 	O&M phase ongoing.	MS Bid GPA-082-15
2	Renewable Energy Resource Phase II	The amendments are pending signatures of both parties before official execution of the contract.	COD - March 31, 2026.	MS Bid GPA-070-16
3	New Power Plant Bid (EPCM)	<p>Progress includes:</p> <ul style="list-style-type: none"> - Overall project progress is about 81.15% as of January 31 2024. - GPA and GUP agreed to a Commercial Operation Date of September 30th, 2025. - Pipeline construction is ongoing along Rte. 6, within the Piti tank farm, and at the above ground sections at Nimitz and Chaot. Construction continues along segment 2 of Rte. 16. - Construction at the plant progresses steadily. Major ongoing work includes restoration of the demolished ULSD and treated water tanks, inlet filter installation on Gas Turbine #3, and installation of the BESS. - There are now 3 levels of steel walls on both Treated Water Storage tanks. ULSD Tank A has 3 levels of steel walls. The 4th level of steel walls is currently being installed at ULSD Tank B. - GPA crews have started stringing transmission lines from Harmon Substation to the Ukudu AIS. - Design drawings review ongoing. <p>LNG:</p> <ul style="list-style-type: none"> -EPCM updated the initial proposal for Phase I of LNG project. -PUC authorized GPA to commence Phase I of the LNG project on February 9th, 2024. 	ECA Project COD - Target: September 30th, 2025	MS GPA-034-18
4	DSM Marketing	Currently supporting UOG CIS 2024 preparations, communication plan for EnergyX phase 2, surveys, GEO 2024 Energy Expo, commercial account rebates outreach and school events outreach.	Continuous	
5	DSM Rebate Program	Processed more than 1,310 applications for rebates totaling \$300K in the reporting period	Continuous	
6	Wireless Network Expansion	<ol style="list-style-type: none"> Testing Sim card Router communications completed - Pending GPA network connection Amendment for additional routers submitted to procurement. Procurement processing. 	Dec-24	GPA-RFP-19-010
7	Smartworks MDM and Eportal	<ol style="list-style-type: none"> Data Migration from Oracle to Postgres Planned - Production and Databased servers provisioned. GPA storage space allocated for migration Integration to MV90 requirements gathering ongoing 	Sep-24	GPA-RFP-19-007

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
8	GDOE BEST Schools	<p><u>2019 DOI Award Projects:</u></p> <ul style="list-style-type: none"> - Southern HS Proposal Approved 6/27/2023 - Southern HS Mat'l submittal approved 10/2/23 - Mat'l delivery expected Jan'24 - Parking lot lighting construction begins 1st week of February'24 <p>- Parking Lot Lighting Certificate of Substantial Completion 2/29/24</p> <p><u>2021 DOI Award Projects:</u></p> <p>University of Guam LED Lighting Upgrades, HVAC Controls, and Solar PV (\$1.29M);</p> <ul style="list-style-type: none"> - UOG project kick-off meeting conducted July, 2022 - UOG Lighting walk thru on 7/20/23. - Solar+BESS substantial completion walkthrough 10/19/23 - PV punchlist completed 11/2023, BESS commissioning ongoing <p>Tamuning Elementary LED lighting and Solar PV (\$154k)</p> <ul style="list-style-type: none"> - TES NEPA compliance review complete. GPA received ATP from DOI on 12/9/2022. - GPA approved Siemens Proposal on 3/16/23 - GPA, GDOE, Siemens coordination meeting 8/25/23 - Pending Mat'l submittal - Mat'l submittal approved 10/2/23 - TES Mat'l delivery expected Jan'24 - Lighting retrofit construction started January 29. Est. completion 1st week Feb'24 <p>- Lighting Project Certificate of Substantial Completion 2/29/24</p> <p><u>2022 DOI Award Project:</u></p> <p>Ordot Chalan Pago Elementary School LED+PV Project</p> <ul style="list-style-type: none"> - Siemens conducted Lighting and Solar/BESS audit week of 12/7/2022. - NEPA Compliance Documentation Complete - GPA received NTP from DOI for OCP Elementary School Project on 3/28/23 - Ordot Proposal Approved 6/27/2023 - GPA, GDOE, Siemens coordination meeting 8/25/23 - Pending Mat'l submittals - OCP Lighting Mat'l submittal approved 11/23 - Lighting Mat'l delivery expected Jan'24 - Lighting retrofit begins 2nd week of Feb'24 - Pending design submittal for PV+BESS 	<p>Est. Completion: Sep. 2024</p>	<p>GPA-RFP-16-013</p>

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
9	Consulting Services for Smart Grid Analytics Enabled Distribution System Planning, Technical, and Economic Feasibility Studies	Substation update reports for 6 Substations - (ApraHeights, Dededo, Harmon, Pagat, SanVitores, Yigo) 1. Distribution Model Corrections submitted for L+G Revision 2. FCI and Switch Placement submitted for L+G Revision 3. Load Flow Studies - GPA 2nd Round Reviewed - Completed 4. Voltage Analysis submitted for L+G Revision 5. Demand Response submitted for L+G Revision 6. Volt/Var Optimization - for L+G Revision 7. Conservation Voltage Reduction - for L+G Revision 8. DER - L+G working on Additional 4 Substation reports ongoing (Agana, Barrigada, Pulantat, Talofoto)	Continuous	RE-SOLICITATION GPA-RFP-19-002
10	MEC Piti #8 and #9 - ECA Extension	1. Contract Extension commenced 12:01 PM January 29, 2024. Recapitalization Projects reconciled and monthly payment amount was adjusted. 2. Inspection of completed Recapitalization Projects is on-going. 3. Pending determination of penalty fees. 4. Pending review of performance tests 5. Processing of invoices for O&M, recapitalization, cylinder oil, emulsifier, waste oil hauling, and Typhoon Mawar repairs is on-going 6. Inspection of Typhoon Mawar repairs is on-going.	IN PROGRESS	(N/A)
11	Utility Energy Services Contract (UESC)	UOG Phase I Project - substationally completed. Punchlist work ongoing. UOG Grant Funded Project - substationally completed. Punchlist work ongoing. Navy PA - finalizing the ECMS scopes	UOG Phase I Project - Projected to be completed by March 31, 2024 UOG Phase I Project - projected to be completed by the December 2023. Navy PA - No completion schedule is issued.	
12	GPA Fuel Farm New ULSD Pipeline & Pumps to Piti 7/8/9	c/o Engineering Project Mgt. ULSD Pipeline to MEC 8&9 completed in June 2022. Final connections to the bulk storage tanks 1934 & 1935 will be done after tank inspections and repairs.	Project Timeline: Estimated Start: Jan 2020 Est. Completion: Dec 2021-Dec 2023	IFB GPA-027-19

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
13	Tk 1934 & Tk1935 API 653 Internal Inspection	c/o Engineering Project Mgt. Implementation in progress. Delays were experienced for Tank 1935 due to COVID and sludge processing however the total project schedule may still be within the projection completion date. Tk1934 refurbishment to follow.	Project Timeline: Estimated Start: Feb 2020 Est. Completion: Sep 2024 (Tk1935) Est. Completion: Aug 2025 (Tk1934)	IFB GPA-028-19
14	Milsoft Systems Software Services	1. Integration of SEL Device to OMS ongoing - RFP documents being processed at PMM	Continuous	GPA-RFP-18-003
15	MV90 Integration Services	1. Gathering requirements for MDMS integration	Mar-24	GPA-RFP-18-001
16	GPA Fuel Farm- OWS Upgrading	c/o Engineering Project Mgt. Scope included in Tk 1934 & Tk1935 API 653 Internal Inspection and refurbishment. Implementation in progress	Project Timeline: Estimated Start: Feb 2020 Est. Completion: May 2024	IFB GPA-028-19
17	GPA Fuel Farm- LD System Upgrading	c/o Engineering Project Mgt. Scope included in Tk 1934 & Tk1935 API 653 Internal Inspection and refurbishment. Implementation in progress	Project Timeline: Estimated Start: Feb 2020 Est. Completion: Dec 2024	IFB GPA-028-19
18	Utility Resource Planning Software RFP.	Technical Proposals evaluated in August 2022. Price Proposal Evaluation on-going and pending price proposal negotiation with 2nd proponent. Best and Final Offer received. Pending funding.	Planned Completion: January 2024	GPA-RFP-22-004
19	Power System Analyses and Studies	Contract was extended for two years and now expires 1/20/2025.	Estimated Start: TBD Est. Completion: TBD	GPA-RFP-19-001
20	GPA Fuel Farm Mgt Contract	Contract awarded to Supreme Group Guam LLC. Approved by CCU (Resolution 2023-14) and approved by PUC (Docket 23-14) Contract Term: 3 years base period w/ 2 years extension option	3-year base period: 10/01/23-09/30/26	MS IFB GPA-015-22
21	Bulk RFO Supply for Baseload Plants (by Ocean tanker)	Contract awarded to Hyundai Corporation Contract Term: 3-year base period: 09/01/20 to 08/31/23 w/ 2 Year Extn Option GPA received first shipment of 0.2% RFO for Cabras 1&2 consent decree compliance in September 2022.	3-year base period: 9/1/2020-8/31/2023. 1st Year Extension: 09/01/2023-08/31/24 Addtl 2-Yr Extn: 09/01/2024-08/31/2026	MS IFB GPA-050-20

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
22	Bulk Diesel Supply (by Oceantanker)	Contract awarded to Hyundai Contract Term: 3-year base period: 03/01/24 to 02/28/27 w/ 2 Year Extn Option	3-year base period: 02/06/2024-2/05/2027	MS IFB GPA-040-23
23	RFO Inspection Services Contract	Contract awarded to Intertek Testing Services (ITS) Guam ContractTerm: 2-year base period w/ 3 Year Extn Option	3-year base period: 6/1/2018-5/31/2021 1st & 2nd Year extension: 6/1/2021 thru 5/31/2023	MS IFB GPA-014-18
24	RFO Testing Services Contract	Contract awarded to SGS Guam ContractTerm: 2-year base period w/ 3 Year Extn Option	2-year base period: 9/1/2020-8/31/2022 1st Year extension: 9/1/2022-5/31/2023	MS IFB GPA-013-20
25	DSM Digitization	Pending new contract to expand online rebate programs and to accept Governmnet, Large Commercial, Prepaid, and other account types.	Project Start: Sep 2020 Completion: 8/17/2022 Contract Renewal: TBD	TBD
26	Diesel Supply (by Roadtanker)-except Tenjo Vista & WSD	Resolution 2021-09 passed by CCU. PUC approved GPA Docket 21-09 (3 consecutive year extension.	2-year base period: 01/01/19-12/31/21 3-Yrs extension: 01/01/22-12/31/24	MS IFB GPA-008-18
27	Diesel Inspection & Testing Services Contract	Contract awarded to Intertek Testing Services Guam ContractTerm: 3-year base period w/ 2 Year Extn Option	3-year base period: 12/01/21-11/30/24 2-Yrs extension: 12/01/24-11/30/26	MS IFB GPA-046-21
28	AGMETs Grant Support	1. BIL – STATCOM Grant Support is on-going. 2. Awarded EIC grant reporting is on-going. 3. Coordination of grant for CEM and CEA training and certification is on-going.		
29	Renewable Energy Resource Phase IV	1. Opening of Price Proposals was on 12/20/23 with 5 bidders submitting bids for 11 sites. 2. The System Impact Study began in February for all 11 sites. Coordination is on-going. 3. The cost analysis of the price proposals using Capacity Expansion is on-going.	Est. Completion: 2026	MS GPA-012-23
30	Fadian Parking Lot Solar Canopy	Bid submittal due date was 1/5/24. No bids received. Re-bid documents submitted. Pending OAG review.	Est. Completion: 2024	MS GPA-042-22
31	Piti 8&9 PMC	PUC approved contract extension on March 30, 2023 (Docket No. 23-11).	Est. Completion: 2024	
32	MEC Piti &8 and #9 ULSD Conversion	ULSD Conversion CIP completed in July 2022 for Piti 8 and September 2022 for Piti 9. Payment for ULSD conversion change order #2 and meter change order will be covered under the recapitalization payments. Meter replacement and pipeline modification completed. Final invoice from MEC under ULSD Conversion project submitted and paid.	Completed: September 2022 Punch list finalization completed	(N/A)

PROJECT ACTIVITIES

No.	Project Description	February 2024 Activities	Status / Est. Completion	RFP/Bid No
33	Remote Site Communications	1. Talofoto Diesel Communications - Completed 2. TEMES MEC - Survey and Design ongoing 3. Piti GIS and Substation -- Survey and Design ongoing 4. Substation Building-- Survey and Design ongoing	Continuous	
34	LEAC/Fuel Projections	Latest LEAC projection completed by Brian.	Continuous	
37	Home Area Network	Requisition for 100 devices submitted to PMM	December-23	
38	Street View GIS	Developing Project Plan	July-24	
39	Solar Irradiance	Requisition created pending PMM	June-24	
40	Milsoft WindMilMap Implementation	Helping Engineering/IT with requirements gathering	July-24	
41	Biological Survey for Solar Canopy Project	Purchase order completed with NTP on August 9, 2023. Final report completed.	Completed: September 2023	
42	Temporary Power Emergency Procurement	Notice of Interest announced 12/12/23. Non-mandatory site visit scheduled on 12/15/23 at 9:00 AM. Solicitation responses due on 12/18/23 at 5:00 PM. Final proposal accepted on 1/23/24. CCU approval received 1/23/24. Pending OAG review and PUC approval.	Est. Completion: May 2024	
43	Wind Turbine MOA Procurements for DOAG	1. Coordination of procurement of laptops is on-going. 2. Coordination of truck repairs with GPA's Transportation division is on-going.	On-going	

CCU Report- DSM

As of February 29, 2024

All Expenses – Fiscal Year

Description	FY16–FY20	FY21	FY22	FY23	Total to Date
Regular/OT Pay	\$157,844.00	\$162,395.40	\$126,711.34	\$66,952.70	\$513,903.44
Other Contractual	\$233,831.05	\$107,854.90	\$183,880.23	\$177,617.81	\$703,183.99
Ads & Radio Announcements	\$9,000.00	-	-	-	\$9,000.00
Paid Rebates–Split AC	\$4,904,451.00	\$1,855,550.00	\$1,579,649.00	\$761,645.00	\$9,101,295.00
Paid Rebates– Central AC	\$24,900.00	\$3,900.00	\$9,500.00	\$1,650.00	\$39,950.00
Paid Rebates–Washer/Dryer	\$269,228.00	\$134,497.00	\$159,250.00	\$56,450.00	\$619,425.00
Paid Rebates–Split AC (Commercial)			\$7,300.00	\$5,400.00	\$12,700.00
Paid Rebates–Central Ducted AC (Commercial)			-	-	-
Total Expenses	\$5,599,254.05	\$2,264,197.30	\$2,066,290.57	\$1,069,715.51	\$10,999,457.43
Bank Interest (+)	\$5,790.62	\$324.50	\$443.80	\$815.20	\$7,374.12
Bank Fees	\$5,222.32	\$545.00	\$1,513.00	\$465.30	\$7,745.62

*Preliminary Data as of 08/31/23

DSM Funding

No.	Description	Amount
1	Initial DSM Budget FY 2016	\$1,806,014
2	Interest Income	\$7,374
3	Bank Fees	\$7,746
4	Additional Funding Source	
	2017 Bond Refunding savings	\$1,139,189
	FY 2019 Revenue Funding	\$1,031,500
	FY 2020 Revenue Funding	\$348,075
	FY2020 LEAC (June to September)	\$1,296,398
	FY2021 LEAC (October 2020 to September 2021)	\$3,859,303
	FY2022 LEAC (October 2021 to September 2022)	\$3,817,841
	FY2023 LEAC (October 2022 to August 2023)	\$3,260,905
5	Total Expense FY2016- FY2020 (Ending May 2020)	\$4,355,078
6	Total Expense FY2020 – FY2023 (June 2020 to Jan 2023)	\$6,644,379
	DSM Ending Balance – LEAC Funds	\$5,559,395

**Preliminary Data as of 08/31/23*

FY 2020- Rebate Amount Paid Monthly

Month	Total	Split A/C Units	Central A/C Units	Washers/ Dryers
OCT '19				
NOV '19	\$14,900.00	\$14,300.00	\$0.00	\$600.00
DEC '19	\$116,775.00	\$105,875.00	\$500.00	\$10,400.00
JAN '20	\$39,050.00	\$36,650.00	\$0.00	\$2,400.00
FEB '20	\$65,050.00	\$60,450.00	\$0.00	\$4,600.00
MAR '20	\$96,425.00	\$86,825.00	-	\$9,600.00
APR '20	-		-	
MAY '20	\$21,325.00	\$19,525.00	-	\$1,800.00
JUN '20	\$148,825.00	\$141,225.00	-	\$7,600.00
JUL '20	\$139,450.00	\$127,150.00	\$500.00	\$11,800.00
AUG '20	\$50,775.00	\$45,175.00	-	\$5,600.00
SEP '20	\$868,829.00	\$830,826.00	\$1,400.00	\$36,603.00
TOTALS	\$1,561,404.00	\$1,468,001.00	\$2,400.00	\$91,003.00

**Updated as of 09/30/23*

FY 2021- Rebate Amount Paid Monthly

Month	Total	Split A/C Units	Central A/C Units	Washers/ Dryers
OCT '20	\$ -			-
NOV '20	\$ 22,622.00	\$ 13,725.00	\$ 500.00	\$ 8,397.00
DEC '20	\$ 180,075.00	\$ 173,975.00	\$ 500.00	\$ 5,600.00
JAN '21	\$ 158,450.00	\$ 153,650.00	\$ -	\$ 4,800.00
FEB '21	\$ 91,100.00	\$ 86,100.00	\$ -	\$ 5,000.00
MAR '21	\$ 310,600.00	\$ 295,200.00	\$ -	\$ 15,400.00
APR '21	\$ 154,750.00	\$ 146,650.00	\$ 500.00	\$ 7,600.00
MAY '21	\$ 300,000.00	\$ 278,000.00	\$ -	\$ 22,000.00
JUN '21	\$ 47,975.00	\$ 41,575.00	\$ 800.00	\$ 5,600.00
JUL '21	\$ 301,875.00	\$ 280,675.00	\$ 1,000.00	\$ 20,200.00
AUG '21	\$ 178,575.00	\$ 164,875.00	\$ -	\$ 13,700.00
SEP '21	\$ 247,925.00	\$ 221,125.00	\$ 600.00	\$ 26,200.00
TOTALS	\$ 1,993,947.00	\$ 1,855,550.00	\$ 3,900.00	\$ 134,497.00

**Updated as of 09/30/23*

FY 2022- Rebate Amount Paid Monthly

Month	Total	Residential			Commercial	
		Split A/C Units	Central A/C Units	Washers/ Dryers	Split A/C Units	Central A/C Units
OCT '21	\$ 100.00				\$ 100.00	
NOV '21	\$ 118,750.00	\$ 99,550.00	\$ 1,000.00	\$ 18,200.00		
DEC '21	\$ 109,425.00	\$ 97,525.00		\$ 11,800.00	\$ 100.00	
JAN '22	\$ 86,900.00	\$ 80,600.00	\$ 500.00	\$ 5,800.00		
FEB '22	\$ 160,825.00	\$ 141,575.00	\$ 200.00	\$ 18,900.00	\$ 150.00	
MAR '22	\$ 185,600.00	\$ 166,000.00		\$ 19,400.00	\$ 200.00	
APR '22	\$ 219,600.00	\$ 200,000.00		\$ 19,600.00		
MAY '22	\$ 125,875.00	\$ 109,475.00		\$ 16,400.00		
JUN '22	\$ 201,524.00	\$ 179,074.00	\$ 5,700.00	\$ 14,200.00	\$ 2,550.00	
JUL '22	\$ 80,050.00	\$ 73,850.00		\$ 6,000.00	\$ 200.00	
AUG '22	\$ 180,700.00	\$ 172,850.00		\$ 7,600.00	\$ 250.00	
SEP '22	\$ 286,350.00	\$ 259,150.00	\$ 2,100.00	\$ 21,350.00	\$ 3,750.00	
TOTALS	\$ 1,755,699.00	\$ 1,579,649.00	\$ 9,500.00	\$ 159,250.00	\$7,300.00	\$0.00

**Updated as of 09/30/23*

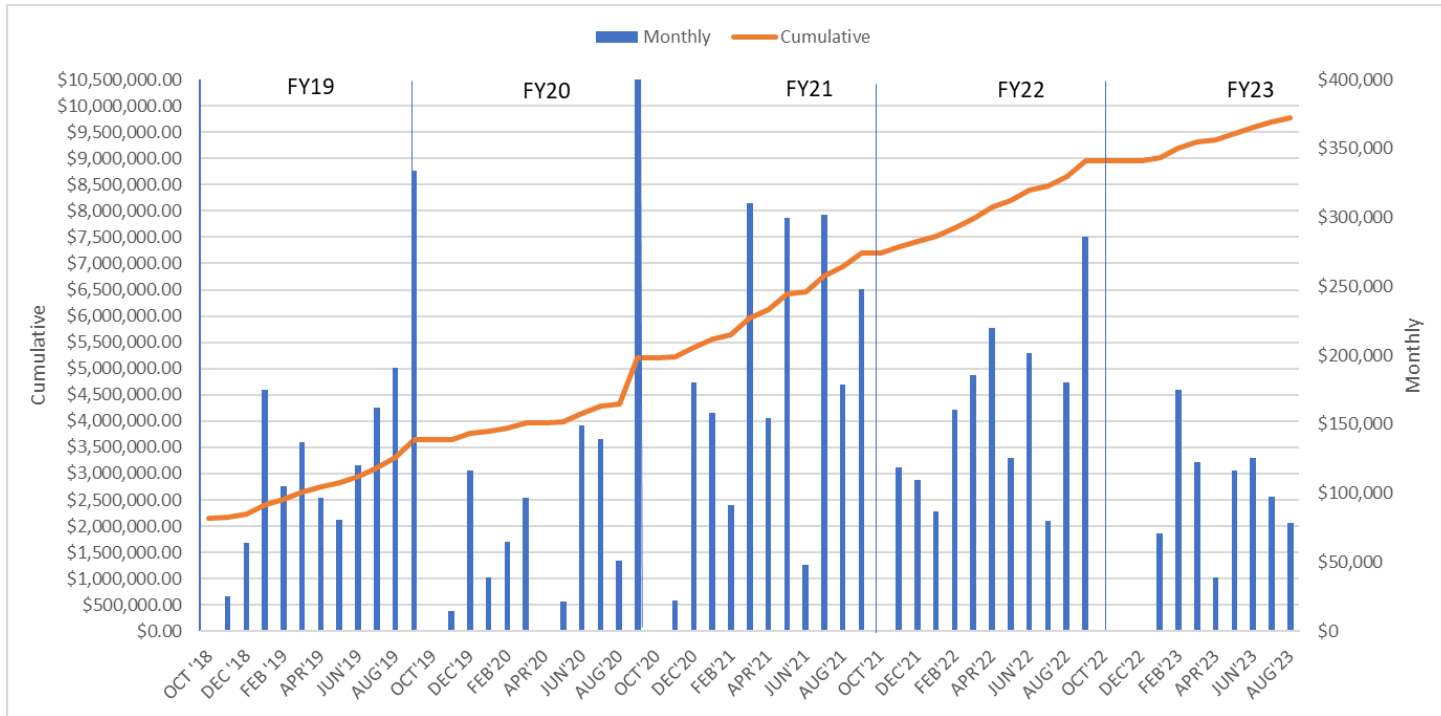
FY 2023- Rebate Amount Paid Monthly

Month	Total	Residential			Commercial	
		Split A/C Units	Central A/C Units	Washers/ Dryers	Split A/C Units	Central A/C Units
OCT '22*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
NOV '22*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
DEC '22*	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
JAN '23	\$ 70,600.00	\$ 68,000.00	\$ 1,150.00	\$ 1,450.00	\$ -	\$ -
FEB '23	\$ 175,250.00	\$ 160,050.00	\$ -	\$ 13,600.00	\$ 1,600.00	\$ -
MAR '23	\$ 122,950.00	\$ 113,650.00	\$ -	\$ 8,400.00	\$ 900.00	\$ -
APR '23	\$ 39,250.00	\$ 32,800.00	\$ -	\$ 6,200.00	\$ 250.00	\$ -
MAY '23	\$ 116,150.00	\$ 106,650.00	\$ 500.00	\$ 7,800.00	\$ 1,200.00	\$ -
JUN '23	\$ 125,400.00	\$ 118,250.00	\$ -	\$ 6,000.00	\$ 1,150.00	\$ -
JUL '23	\$ 97,425.00	\$ 89,025.00	\$ -	\$ 8,400.00	\$ -	\$ -
AUG '23	\$ 78,150.00	\$ 73,250.00	\$ -	\$ 4,600.00	\$ 300.00	\$ -
SEP '23	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
TOTALS	\$ 825,175.00	\$ 761,675.00	\$ 1,650.00	\$ 56,450.00	\$ 5,400.00	\$ 0.00

*Oct-Dec 2022 accrued in FY2022

*Updated as of 09/30/23

FY'19- FY'23 Rebate Amount Paid



*Updated as of 09/30/23

FY 2021 Number of Applications Received By Customer Service and Paid Monthly

Month	Rec'd By CS	Paid By Finance
OCT '20	603	370
NOV '20	573	516
DEC '20	640	484
JAN'21	557	621
FEB '21	512	322
MAR '21	587	1139
APR '21	598	540
MAY '21	603	1124
JUN '21	733	178
JUL '21	665	1133
AUG '21	590	631
SEP '21	603	747

**Updated as of 09/30/23*

FY 2022 Number of Applications Received By Customer Service and Paid Monthly

Month	Rec'd By CS	Paid By Finance
OCT '21	608	801
NOV '21	580	617
DEC '21	600	446
JAN'22	559	327
FEB '22	463	608
MAR '22	580	659
APR '22	569	819
MAY '22	488	506
JUN '22	645	895
JUL '22	533	302
AUG '22	338	663
SEP '22	362	229

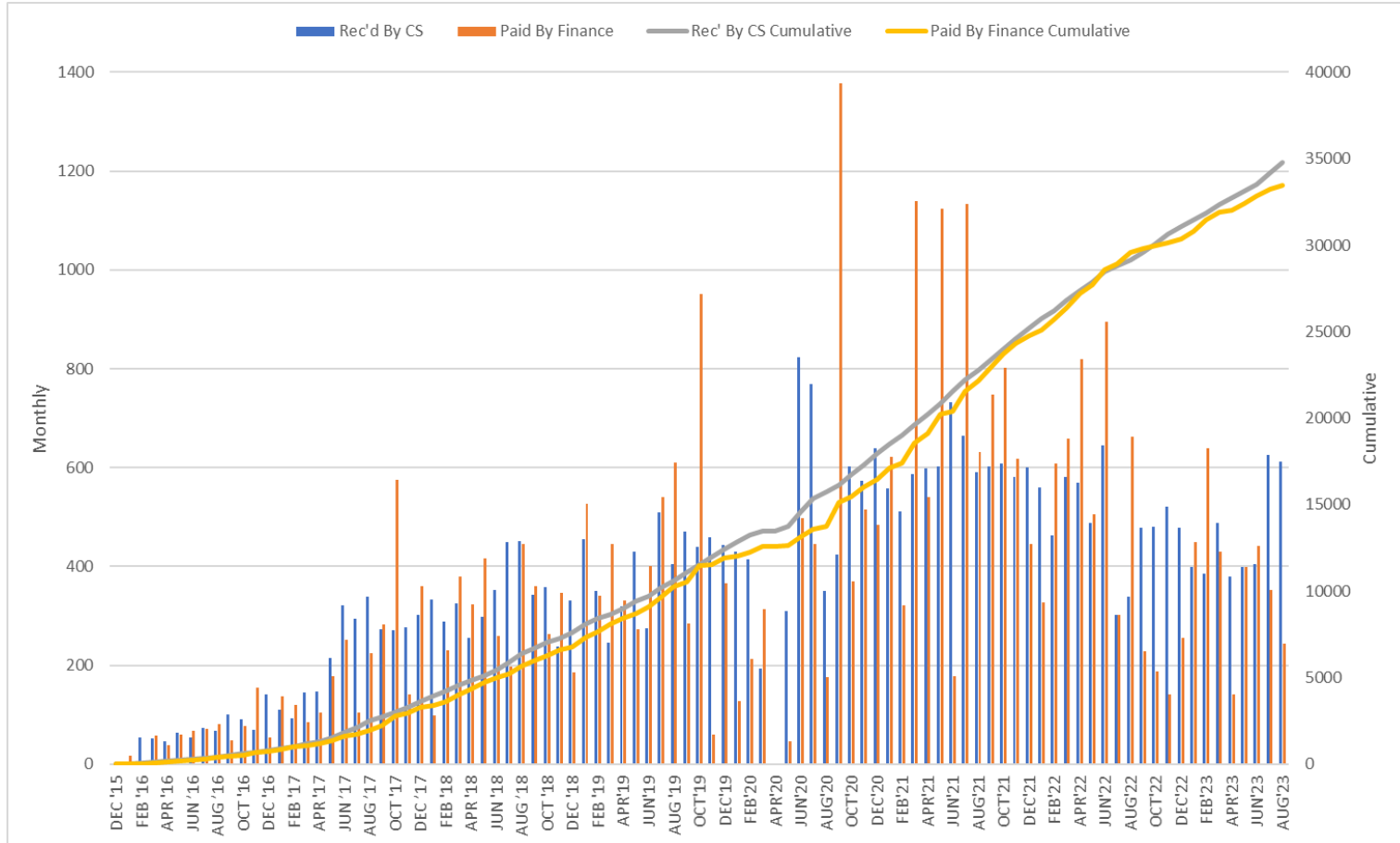
**Updated as of 09/30/23*

FY 2023 Number of Applications Received By Customer Service and Paid Monthly

Month	Rec'd By CS	Paid By Finance
OCT '22	481	188
NOV '22	521	141
DEC '22	479	255
JAN'23	398	450
FEB '23	385	640
MAR '23	487	430
APR '23	379	141
MAY '23	398	398
JUN '23	404	442
JUL '23	625	352
AUG '23	612	243
SEP '23		

**Updated as of 09/30/23*

Number of Applications Received By Customer Service and Paid



*Updated as of 09/30/23

DSM Online Report – February 2024

OVERALL COUNTS

Month	ALL			COMMERCIAL			RESIDENTIAL		
	Applications	Equipment	Rebates	Applications	Equipment	Rebates	Applications	Equipment	Rebates
FY-2022*	696	981	\$ 195,675	7	12	\$ 1,950	689	969	\$ 193,725
FY-2023	5,721	7,990	\$ 1,618,250	67	101	\$ 19,350	5,654	7,889	\$ 1,598,900
Oct-23	416	572	\$ 115,125	7	12	\$ 1,800	409	560	\$ 113,325
Nov-23	450	654	\$ 129,875	4	5	\$ 700	446	649	\$ 129,175
Dec-23	389	558	\$ 112,050	7	10	\$ 1,950	382	548	\$ 110,100
Jan-24	442	607	\$ 125,850	3	3	\$ 2,000	439	604	\$ 123,850
Feb-24	321	461	\$ 102,200	6	8	\$ 5,800	315	453	\$ 96,400
Mar-24									
Apr-24									
May-24									
Jun-24									
Jul-24									
Aug-24									
Sep-24									
TOTAL	8,435	11,823	\$ 2,399,025	101	151	\$ 33,550	8,334	11,672	\$ 2,365,475

AVERAGES

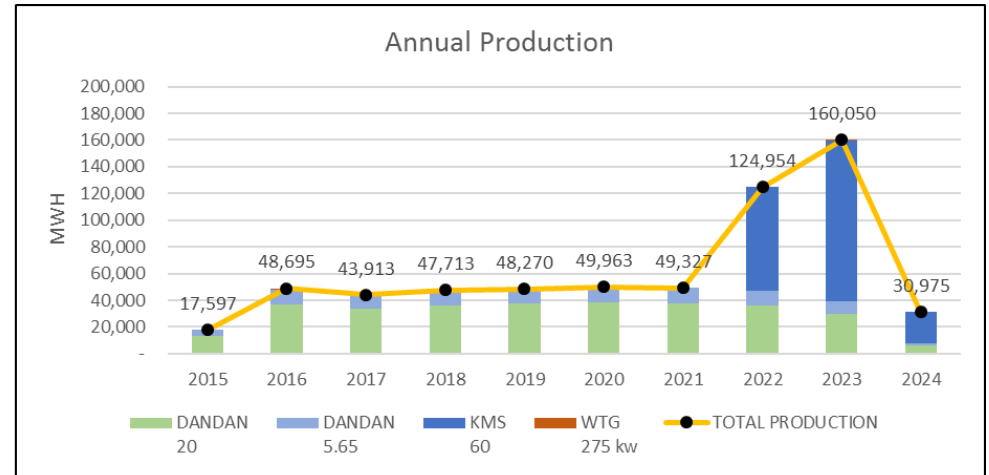
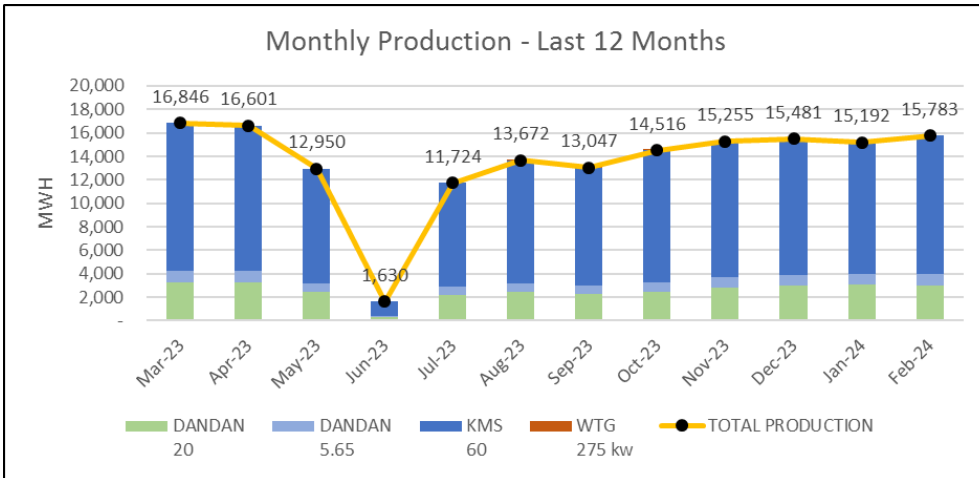
Month	ALL		COMMERCIAL		RESIDENTIAL	
	Applications	Equipment	Applications	Equipment	Applications	Equipment
As of Feb-24	\$ 284	\$ 203	\$ 332	\$ 222	\$ 284	\$ 203

* DSM Online went live on 8/17/22. FY2022 Figures are from 8/17/2022 to 9/30/2022 only.
 Large Commercial, Government, Prepaid, and Inactive accounts are still tracked and processed manually.
 Paper applications are NOT INCLUDED with these counts.

Renewable Energy Production CCU Report

February 29, 2024

Renewable Energy Charts



Renewable Energy Data

Monthly Renewable Production - Last 12 Months (LTM)

Date	DANDAN 20	DANDAN 5.65	KMS 60	WTG 275 kw	TOTAL PRODUCTION
Mar-23	3,226.21	977.56	12,642.19	-	16,845.96
Apr-23	3,271.53	993.08	12,335.97	-	16,600.57
May-23	2,439.54	752.03	9,758.04	-	12,949.61
Jun-23	295.81	106.46	1,227.39	-	1,629.66
Jul-23	2,175.24	737.58	8,810.69	-	11,723.51
Aug-23	2,473.61	733.92	10,463.94	0.93	13,672.39
Sep-23	2,302.36	714.76	10,018.19	11.66	13,046.97
Oct-23	2,421.63	823.61	11,258.94	11.43	14,515.61
Nov-23	2,786.25	879.62	11,566.13	22.85	15,254.84
Dec-23	2,946.52	906.21	11,599.84	28.67	15,481.24
Jan-24	3,049.77	896.15	11,246.17	-	15,192.09
Feb-24	3,032.60	908.48	11,841.44	-	15,782.52
Total	30,421.07	9,429.45	122,768.92	75.54	162,694.98

Annual Renewable Production

Date	DANDAN 20	DANDAN 5.65	KMS 60	WTG 275 kw	TOTAL PRODUCTION
2015	13,522.50	4,074.07	-	-	17,596.57
2016	37,037.15	11,183.91	-	473.53	48,694.59
2017	33,472.41	9,983.29	-	456.90	43,912.60
2018	36,158.00	11,228.24	-	327.02	47,713.25
2019	37,247.12	10,792.06	-	231.26	48,270.44
2020	38,249.82	11,393.79	-	319.85	49,963.46
2021	37,841.47	11,485.18	-	-	49,326.65
2022	35,848.68	10,882.63	78,222.53	-	124,953.83
2023	29,579.29	9,258.34	121,136.71	75.54	160,049.89
2024	6,082.37	1,804.63	23,087.61	-	30,974.61
Total	298,956.44	90,281.51	199,359.24	1,884.11	590,481.30

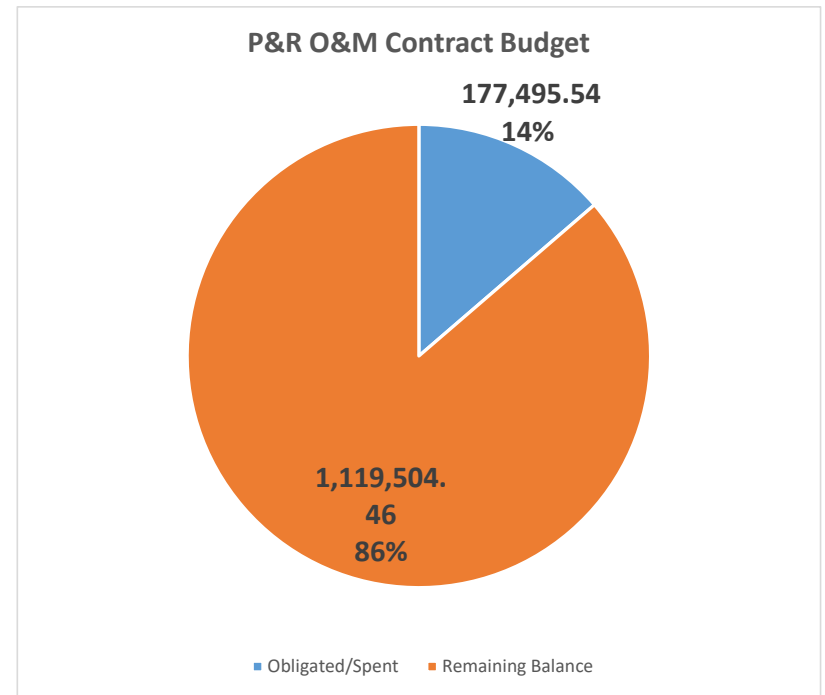
- Dandan / GPS = Phase I Solar commissioned on 10/2015
- KEPCO Mangilao Solar (KMS) = Phase II Solar commissioned on 05/2022
- WTG = Wind Turbine Generation

Planning & Regulatory CCU Report

February 29, 2024

Planning & Regulatory O&M Contract Budget

- Revenue Funded
- Target
 - 0.00% O&M Obligation as of October 31, 2023 (Actual)
 - 0.00% O&M Obligation as of November 30, 2023 (Actual)
 - 5.42% O&M Obligation as of December 31, 2023 (Actual)
 - 11.63% O&M Obligation as of January 31, 2024 (Actual)
 - 13.69% O&M Obligation as of February 29, 2024 (Actual)



P&R Weekly & Monthly Inspection Reports

- Best Management Practices (BMP) Report Summary [Weekly]
- Generation Spill Prevention, Control, and Countermeasures (SPCC) Report Summary [Monthly]
- T&D Spill Prevention, Control, and Countermeasures (SPCC) Report Summary [Monthly]

- GPA is responsible to employees, the island environment, and the community to take all reasonable steps necessary to prevent spills from its facilities in order to protect human health and the environment

P&R Inspection Report Purpose

- The purpose of these inspections is to catch discrepancies and violations internally and correct them before inspections by Guam EPA and US EPA
- Regulatory Agencies can conduct scheduled or un-scheduled (surprise) inspections any time
- Any major discrepancies or violations cited can lead to issuance of a Notice of Violation (NOV), possible fines, and/or other enforcement action
- P&R conducts routine SPCC inspections in compliance with the requirements of 40CFR 112.7(a)(3)(ii), Discharge Prevention Measures

Weekly BMP Report

WEEKLY BMP REPORT SUMMARY CABRAS POWER PLANT MONTH OF FEBRUARY 2024											
LEGEND OF TRACKING											
			Notification Date					Completed			
			Within Scheduled Remediation Period					Deadline is Past Due			
LOCATION	WE 02/03/24 FINDINGS	WE 02/10/24 FINDINGS	WE 02/17/24 FINDINGS	WE 02/24/24 FINDINGS	WE 03/02/24 FINDINGS	RECOMMENDATION/ REMARKS	INITIAL FINDINGS DATE	DUE DATE	DATE COMPLETED	RESPONSE	
Cabras Facility	1	Corroded Cabras 3 & 4 OWS.	Corroded Cabras 3 & 4 OWS.	Corroded Cabras 3 & 4 OWS.	Corroded Cabras 3 & 4 OWS.	Corroded Cabras 3 & 4 OWS.	Remove corroded oil/water separator to prevent possible storm water pollution.	1/7/2022	ASAP		
	2	Metal ladder platform and damaged light post beside the Cabras 3 & 4 OWS.	Metal ladder platform and damaged light post beside the Cabras 3 & 4 OWS.	Damaged light post beside the Cabras 3 & 4 OWS has been removed. Metal ladder platform has been moved and is in the right place.	Damaged light post beside the Cabras 3 & 4 OWS has been removed. Metal ladder platform has been moved and is in the right place.	Metal ladder platform near outfall.	Metal ladder to be disposed.	7/7/2023	ASAP		
	3	Debris and metals inside and outside the fuel treatment house building.	Debris and metals inside and outside the fuel treatment house building.	Debris and metals inside and outside the fuel treatment house building.	Debris and metals inside e the fuel treatment house building.	Debris and metals inside the fuel treatment house building.	Dispose debris	11/18/2022	ASAP		
	4	Cabras 3&4 Building ground pits has rainwater mixed with oil.	Cabras 3&4 Building ground pits has rainwater mixed with oil.	Cabras 3&4 Building ground pits has rainwater mixed with oil.	Cabras 3&4 Building ground pits has rainwater mixed with oil.	Cabras 3&4 Building ground pits has rainwater mixed with oil.	Properly clean mixed rainwater and oil. Apply proper BMP storm water/oil runoff procedures.	6/12/2020	ASAP		

Weekly BMP Report

LOCATION	WE 02/03/24 FINDINGS	WE 02/10/24 FINDINGS	WE 02/17/24 FINDINGS	WE 02/24/24 FINDINGS	WE 03/02/24 FINDINGS	RECOMMENDATION/ REMARKS	INITIAL FINDINGS DATE	DUE DATE	DATE COMPLETED	RESPONSE	
Cabras Facility	5 Cabras 3&4 Building: Corroded metals, and miscellaneous debris improperly stored inside and outside. Drums of contaminated materials and used oil that are not properly covered.	Cabras 3&4 Building: Corroded metals, and miscellaneous debris improperly stored inside and outside. Drums of contaminated materials and used oil that are not properly covered.	Cabras 3&4 Building: Corroded metals, and miscellaneous debris improperly stored inside and outside. Drums of contaminated materials and used oil that are not properly covered.	Cabras 3&4 Building: Miscellaneous debris are stored in a proper place. Drums of contaminated materials and used oil are properly covered.	Cabras 3&4 Building: Corroded metals and miscellaneous debris now properly stored inside C3 &4. Drums of contaminated materials and used oil must be covered at all times.	2/28/24: Maintain good housekeeping inside C3&4.	1/3/2024	ASAP	2/23/2024		
	6 Corroded cooling water intake covers and bar screens. Corroded and deteriorating material at intake contribute to power plant's metal effluent discharge violations.	Corroded cooling water intake covers and bar screens. Corroded and deteriorating material at intake contribute to power plant's metal effluent discharge violations.	Corroded cooling water intake covers and bar screens. Corroded and deteriorating material at intake contribute to power plant's metal effluent discharge violations.	Corroded cooling water intake covers and bar screens. Corroded and deteriorating material at intake contribute to power plant's metal effluent discharge violations.	Corroded cooling water intake covers and bar screens. Corroded and deteriorating material at intake contribute to power plant's metal effluent discharge violations.	Chip corrosion and repaint.	7/23/2021	ASAP			
	7 Water and algae accumulation in Day Tanks 1-4 refilling valve pit.	Water and algae accumulation in Day Tanks 1-4 refilling valve pit.	Water and algae accumulation in Day Tanks 1-4 refilling valve pit.		Algae accumulation in Day Tanks 1-4 refilling valve pit.	Algae and rainwater accumulation in Day Tanks 1-4 refilling valve pit.	2/24/2024: Water has been drained.	7/1/2022	ASAP	2/24/2024	
	8 Corroded metals and 20-foot container improperly stored near the ponding basin.	Corroded metals and 20-foot container improperly stored near the ponding basin.	Corroded metals and 20-foot container improperly stored near the ponding basin.	Corroded metals and 20-foot container improperly stored near the ponding basin.	Corroded metals and 20-foot container improperly stored near the ponding basin.	Corroded metals and 20-foot container improperly stored near the ponding basin.	Remove broken container to prevent possible storm water pollution.	8/27/2021	ASAP		

Weekly BMP Report

LOCATION	WE 02/03/24 FINDINGS	WE 02/10/24 FINDINGS	WE 02/17/24 FINDINGS	WE 02/24/24 FINDINGS	WE 03/02/24 FINDINGS	RECOMMENDATION/ REMARKS	INITIAL FINDINGS DATE	DUI DATE	DATE COMPLETED	RESPONSE
Cabras Facility	9	Miscellaneous corroded metals and wood debris in front of Central Maintenance Building.	Miscellaneous corroded metals and wood debris in front of Central Maintenance Building.	Miscellaneous corroded metals and wood debris in front of Central Maintenance Building.	Miscellaneous corroded metals and wood debris in front of Central Maintenance Building.	Miscellaneous corroded metals and wood debris in front of Central Maintenance Building.	Dispose corroded debris <i>Ongoing 02/02/2024: on hold due to fork lift availability.</i> <i>Note: Continue disposal of debris.</i>	1/17/2024	ASAP	
	10	Trimming of overgrown vegetation at Substation Switchyard, at several locations, and along perimeter fence conducted/completed.					Ground maintenance, vegetation trimming conducted. Maintain good housekeeping	8/30/2023	ASAP	2/2/2024
	11	Intake containment boom partially sunk.	Intake containment boom partially sunk.	Intake containment boom partially sunk.	Intake containment boom partially sunk.	Intake containment boom partially sunk.	Replace containment boom.	12/22/2023	ASAP	
	12	Cabras Outfall ->Old & used-up containment boom at outfall must be removed.	Cabras Outfall ->Old & used-up containment boom at outfall must be removed.	Cabras Outfall ->Old & used-up containment boom at outfall must be removed.	Cabras Outfall ->Old & used-up containment boom at outfall has been removed.	Cabras Outfall -	Remove old containment boom. 02/23/2024: Booms has been removed.	1/10/2024	ASAP	2/23/2024
		>Loose containment boom needs re-installation.	>Loose containment boom needs re-installation.	>Loose containment boom needs re-installation.	>Loose containment boom has been re-installed.	>Loose containment boom at outfall.	02/23/2024: Re-installed 02/28/2024: Containment boom found loose again, re-install and secure boom.	1/10/2024	ASAP	
13	Cabras Ponding Basin-Clean					Continuously monitor the ponding basin.				

T&D SPCC Inspection Report

<p align="center">SUMMARY OF T&D SPCC MONTHLY INSPECTION REPORT</p> <p align="center">MONTH OF FEBRUARY 2024</p> <p align="center">SUBSTATIONS</p>									
<p align="right">LEGEND OF TRACKING</p> <p> Notification Date Completed Within Scheduled Remediation Period Deadline is Past Due </p>									
#	SUBSTATION LOCATIONS		FINDINGS	RECOMMENDATION/REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE
1	DEDEDO SUBSTATION (T-55)	1	T-55 Facility Good housekeeping at T-55 SS Building and Transformer containment structure.	Maintain					
2	DEDEDO SUBSTATION (T-191 and T-192)	1	Facility Good housekeeping	Maintain					
3	DEDEDO SUBSTATION WAREHOUSE	1	Transformer Storage Area Good housekeeping	Maintain					
		2	Oil-Water Separator Observed accumulation of rainwater in the secondary containment.	Drain the water from the secondary containment.	Water has been drained		02/26/2024	ASAP	01/22/2024
		3	Used Oil Tank Area Good housekeeping	Maintain					
		4	Used Oil Tank Area Drain valve is not locked	Provide a lock for the drain valve.	Lock has been provided to secure the drain valve.		02/26/2024	ASAP	01/22/2024
4	MACHECHE SUBSTATION	1	Facility Good housekeeping	Maintain					
5	TALOFOFO SUBSTATION	1	Housekeeping Observed good housekeeping	Maintain					
6	TENJO SUBSTATION	1	Facility Good housekeeping implemented in the substation.	Maintain					
7	YIGO SUBSTATION	1	Transformer and Secondary containment Clean. Functioning. Free of oil, rust, and standing rainwater.	Maintain					
		2	Vegetation Facility grounds mowed and trimmed of vegetation.	Maintain					

Generation SPCC Inspection Report

SUMMARY OF GENERATION SPCC MONTHLY INSPECTION REPORT MONTH OF FEBRUARY 2024 POWER PLANT (GENERATION)										
							LEGEND OF TRACKING			
							 Notification Date			
							 Within Scheduled Remediation		 Completed	
							 Deadline is Past Due			
Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE		
1	CABRAS POWER PLANT	1 Cabras 3&4	Building ground pits has rainwater mixed with oil.	Conduct the removal of mixed rainwater and oil.			ASAP	01/20/2023		
		2 Cabras Day Tanks 3&4	Corroded supply pipelines	Chip corrosion and repair.			ASAP	September 2021		
		3 Cabras Power Plant (CPP) 8" fuel supply line	No secondary mean containment	Continue daily inspections of pipeline for any corrosion, damage or leaks.			ASAP	November 2022		
		4 Cabras Power Plant (CPP) 8" fuel supply line	Corroded The fuel supply line runs above the Outfall along bridge support/structure.	Assessment needs to be conducted to check integrity of pipeline. Repair pipe immediately.			ASAP	07/31/23		
		5 Cabras Day Tank 1 valves	Cabras day tank 1 valves are leaking.	Conduct clean-up and repair.			ASAP	01/19/2023		
		6 Cabras Day Tank 2	Uncovered drum with contaminated pads and debris	Dispose			ASAP	01/19/2023		
		7 Cabras Day Tank #2 Supply Valve	Corroded Tank 2 supply valves	Chip corrosion and repair valve.			ASAP	prior this month August 2023		
		8 Cabras Day Tank #2 filter	Leaking	Repair			ASAP	10/27/23		
		9 Used Oil Tank	Used Oil Tank corroded pipelines.	Chip corrosion and repair pipe lines.			ASAP	prior this month August 2023		
		10 Cabras 1 and 2 Transformer	Leaking Cabras 1 and 2 Transformer and over flowing drip pans. Oil spilled on the secondary containment.	Fix leak Remove oil from drip pans and clean secondary containment			ASAP	November 29, 2023		

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE	
2	DEDEDO CT	1 Fuel Oil Storage Tank	Corroded saddle support on multiple areas.	Remove rust and repaint. Apply a spacer between the pipe and saddle to minimize rust build-up.	Corrosion damage has been addressed. Primer paint has been applied. Final coating is pending.	02/26/2024	ASAP	2021	
		2 Oil Water Separators (OWS) DCT 1 and DCT 2	•Observed corrosion build-up on OWS 1 & 2 tank wall and pipeline.	Remove corrosion and repaint.			ASAP	04/27/23	
			•Trash and debris in OWS drain valve sump pits.	Remove trash and debris.	Trash and debris has been removed. A mesh screen was installed.	02/26/2024	ASAP	04/27/23	
		3 Engine Room, Generator Bldg. DCT 1 and DCT 2	Area clean and well-maintained.	MAINTAIN good housekeeping at both DCT1 and DCT2					
		4 Plant grounds	Damaged chain-link fence.	Fix security fence near the entrance gate.				ASAP	08/29/23
			Unidentified materials stacked in bags and staged near CT1 cooling tower area.	Observe proper storage and identify/label stacked materials.	01/22/2024: Clean-up and disposal is ongoing. - COMPLETED	02/26/2024	ASAP	12/29/23	
Observed trash and miscellaneous materials outside CT1 building.	Conduct proper disposal of trash and miscellaneous materials.		02/26/2024: Clean-up and disposal is ongoing.	02/26/2024	ASAP	01/22/24			
3	MACHECHE CT	1 Oil/Water Separator (OWS)	•Corroded tank shell	Remove rust. Repaint.			ASAP	1/27/2023	
			•Tar/thin sludge in containment deck	Recommend thorough cleaning of containment deck from oil residue and minor sludge.					
		2 Refueling Dock	•Observed heavy corrosion on pipelines and valves.	Repair pipelines and repair.			ASAP	9/28/2023	

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS		FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE
3	MACHECHE CT	3	ULSD Raw Fuel Tank	•Observed corrosion on pipelines and valves. [Major corrosion outlet pipelines] (ongoing leak)	•Repair pipelines and valves.				
			•Observed oil in trenches.	•Remove oil from trenches and conduct proper clean-up.	Oil has been removed. Containment is clean.	02/26/2024	ASAP	04/27/23	
		4	FOST 130 and 140	•Tank wall needs repainting. Rust starting to buildup.	•Repaint tank wall.			ASAP	07/31/23
				•Observed major corrosion on pipelines and valves.	•Repair pipelines and valves.			ASAP	07/31/23
				•Observed algae in sump pit and trenches.	•Remove algae from sump pit and trenches and conduct proper clean-up.	Algae has been removed. Containment is clean.	02/26/2024	ASAP	07/31/23
5	Engine Room	Good housekeeping	Maintain						
4	MANENGGON DIESEL	1	Fuel Storage Tanks Area	Corrosion on tank shells, manway cover and vents. (Typical of all tanks).	Remove corrosion and recoat.			ASAP	11/30/23
		2	Pipeline	Corrosion on several locations.	Remove corrosion and recoat pipeline.			ASAP	11/30/23
		3	Secondary containment	Dried leaves and dry algae on flooring, full of rainwater in the storm drain.	Conduct clean-up, remove leaves and algae, drain storm drainage.			ASAP	02/26/24
		4	Supply Return Line	Corroded valves	Remove corrosion and recoat.			ASAP	11/30/23
		5	HOUSEKEEPING	Dried leaves/litters outside and around the area of secondary containment facility.	Remove litters			ASAP	02/26/2024

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE
5	PITI #7 Combustion Turbine POWER PLANT	1 Main Fuel Tank	No integrity testing	Conduct integrity testing.			ASAP	04/25/23
		2 STI Findings of Fuel Tanks 1 & 2	a. No catwalk above the top of the fuel tanks.	Install catwalk with safety rail to access for inspections, maintenance and safety.			ASAP	3/22/2023
			b. Corroded tank support.	Repair corroded Tank support.			ASAP	3/22/2023
			c. No emergency fuel shut off (EFSO) valve at the loading area.	Install EFSO			ASAP	3/22/2023
		3 Main Diesel tank pipeline	Corroded main diesel tank pipeline.	Repair pipe			ASAP	4/25/2023
		4 Diesel Fuel Tanks 1 & 2 pipeline	Corroded Diesel Fuel Tanks 1 & 2 pipeline.	Repair pipe.			ASAP	02/23/23
5 Secondary containment	Algae accumulation in the secondary containment	Conduct clean up			ASAP	1/30/2024		
6	TALOFOFO DIESEL	1 Oil/Water Separator	Tank laid above Oil-Water Separator	Transfer the tank to a proper storage area, or mark it for disposal if it will not be utilized.			ASAP	11/21/22
		2 Main Fuel Tank Shell	Due for maintenance	Tank shell has been cleaned.	02/27/24: Paint coating reapplication is pending.		ASAP	11/29/23
		3 Talofofo Engine Room	Good housekeeping	Maintain				
		4 Main Fuel Tank	Observed corrosion on multiple items	Repair and repaint			ASAP	11/29/2023

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE
7	TENJO DIESEL	1 Tanks 1 & 2	Dirty tanks 1 & 2 exterior walls.	Clean exterior walls			ASAP	01/30/2024
		2 Tank 1	Corroded tank supports.	Remove corrosion and recoat.			ASAP	2023 (prior this month)
		3 Tanks 1 & 2	Tanks 1 and 2 corroded tank shells	Remove corrosion and recoat.			ASAP	2023 (prior this month)
		4 Tanks 1 & 2	Tanks 1 and 2 corroded supply and return lines.	Remove corrosion and recoat.			ASAP	2023 (prior this month)
		5 Secondary containment area	Algae accumulation in the secondary containment	Conduct clean up			ASAP	02/26/2024
8	YIGO CT	1 Fuel Storage Tanks Area	Tank shell corrosion remaining on Tank #130 and #140.	Remove corrosion, treat and recoat.			ASAP	Dec. 2021
		2	Heavy corrosion on each tank manway cover and collar. Tank #110 - #140.	Remove corrosion, treat and recoat.			ASAP	02/27/23
		3	Corrosion of tank vents. Tank #110 #140.	Remove corrosion, treat and recoat.			ASAP	Dec. 2021
		4 Pipeline	Pipes to Tank #110 suffering from corrosion. Potential leak danger.	Remove corrosion, treat and recoat.			ASAP	01/31/23
		5	Supply/return pipelines are free of leak and mitigated of corrosion.	Maintain				
		6 Security	Flow and drain valves of Tank #110 140 padlocked. Loading/unloading lines sealed. Power plant guarded with security, gate and fences.	Maintain				

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE	
8	YIGO CT	7	Secondary containment Containment is filled with dead branches, leaves and soil. It is also filled with random debris, such as broken chairs and old absorbent booms.	Dead vegetation will make oil recovery difficult in event of oil spill. Remove debris and clean containment.	Dead vegetation and debris removed. MAINTAIN	02/21/2024	ASAP	10/26/23	
		8	Oil/Water Separator OWS containment requires draining from storm water. Algae present.	Drain OWS containment. Free up algae.			ASAP	02/21/2024	
		9	Fuel Purifier Area Purifier area is free of oil spill and pipes are not leaking.	Good housekeeping	MAINTAIN				
		10	Housekeeping Accumulation of sludge drums inside drum storage area.	Dispose of drums containing sludge.			ASAP	02/21/2024	
		11	Housekeeping Good housekeeping in indoor facility and plant grounds.	Maintain	MAINTAIN				
9	YIGO DIESEL	1	Diesel Fuel Storage Tanks Area Diesel fuel storage tanks experiencing leaks and spilled oil. Source of spill could be from leak of hose fittings.	Fix oil leak from hose fittings. Clean up contaminated soil.			ASAP	01/30/24	
		2	DSFT Secondary Containment No secondary containment outside of double wall. Failing to capture oil leak from fuel transfer hose fittings.	Active monitoring is required			ASAP	July 2021	
		3	Security Access valves and pump controls guarded with doors. Active security and gate guarding plant grounds.	Maintain					
		4	Pipeline Vulnerable supply pipeline next to roadway. (leak of hose fitting already relayed in DSFT section).	Active monitoring required.			ASAP	01/30/24	

Generation SPCC Inspection Report (cont.)

Item #	POWER PLANT LOCATIONS	FINDINGS	RECOMMENDATION /REMARKS	STATUS	RESPONSIBLE	COMPLETION DATE	DUE DATE	INITIAL FINDINGS DATE
9	YIGO DIESEL	5 Generator Day Tanks	Many generators are experiencing leaks, leading to accumulation of oil within the containment. Contaminated soil underneath and surrounding generators.	Fix oil leak from each generator area. Clean up spill and contaminated soil. 02/21/2024: Generators being cleaned pout of oil initiated.			ASAP	01/30/24
		6 Transformers	Transformer T6 is experiencing leak and contaminating its surrounding. Aggregate was used as absorbent to block the leaking oil.	Fix leak or continue absorbent and boom containment.			ASAP	02/21/2024
		7 Housekeeping	Good housekeeping in work area. Clean and free from litter. Dumpsters maintained.	Maintain				
		8 Container Storage and Handling	Stored waste oild drums and empty drums observed at the back of facility.	Provide active monitoring and containment with booms.			ASAP	02/21/2024

PLANNING & REGULATORY DIVISION REPORT

The following summarizes P&R's activities for the month of February 2024

INSPECTIONS/MONITORING

- Best Management Practices (BMP) Weekly Inspection/Report – Cabras Power Plant
- Monthly Spill Prevention, Control and Countermeasures (SPCC) Inspection/Report – Cabras Power Plant, Macheche, Dededo, Yigo CT, Talofoto, MDI, Tenjo Diesel, Piti 7 Power Plants, IP&E fuel Farm.
- Reviews monthly Continuous Emissions Monitoring System (CEMS) report and monitors TRC's O & M for Tenjo Diesel. Coordinates Operations and Maintenance with TRC.
- Emissions and Limits Tracking for GPA Power Plants
 - Monitoring CO and NOx emissions of the Yigo Diesel generators not to exceed the allowable limit.
 - GPA Plants Limits based on Hours and/or Fuel Use
- Yigo Diesel environmental inspection

ENVIRONMENTAL DISPOSAL & MITIGATION

- Coordinate Used oil draining and hauling for Cabras Tanks 3 & 4 and various GPA sites
- Coordination with the segregation and disposal of metals in Cabras Power Plant- Ongoing
- Responded to Oil Spill at M-17B WSD

PROCUREMENT

Coordination with procurement on the following bids/continuing contracts:

- Multi-Step Bid GPA-016-23 Petroleum Testing Services for Residual Fuel Oil No.6 – Evaluation committee member- Procurement process. Pending AG Review since April. Still pending as of January 2024
- PO No. 31909 - Registration of ALL qualified GPA & GWA aboveground storage tanks (ASTs) in accordance with GEPA Division 3, of 10GCA, Chapter 76A. Application for new operating permit for 243 ASTs for RY2023 (coverage: July 1,2023 – June 30, 2024). Status: Pending issuance of new permit.
- RFP (OR# 38271) for the Decommissioning and Retirement Plan of Cabras PP Facility. *Note: RFP documents forwarded to procurement for review.*
- INVITATION FOR BID NO: GPA-051-24: To provide Guam Power Authority with Removal, Disposal and Restoration Process of Contaminated Soil at Yigo Diesel Power Plant.

REPORTING

- Monthly NSPS reports for CT's and Diesel plants submitted to GEPA and US EPA
- Tier II Report submitted to GEPA

TEMPORARY GENERATION

Coordinating closely with Guam EPA on the following

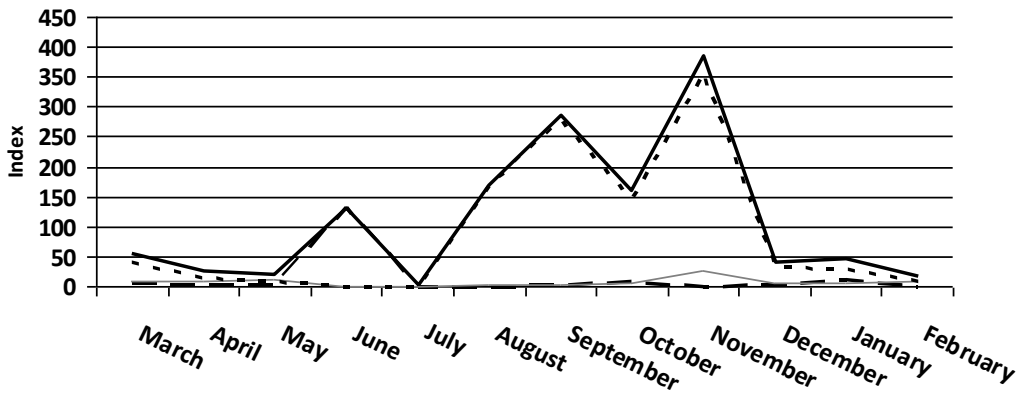
- Tenjo Vista Area -
 - Had meetings with Guam EPA to discuss options (Dec. 11 & 13)
 - Conducted site visit/inspection for temporary power generation site at Tenjo and TRISTAR area
 - JAN: Coordinating with Dept. of Agriculture, Div. of Aquatic & Wildlife Resources (DAWR); U.S. Fish and Wildlife Service (USFWS) and; Julianna Blas (GPA)
 - FEB: On hold till further notice
- Yigo Diesel – replacing old/damaged Aggreko Units
 - Sent Guam EPA DRAFT permit modification letter
 - JAN: reviewed proposals from Aggreko
 - FEB: Sent draft memo to Guam EPA for review

OTHER

- Attended the DOE Grant Kick-off Meeting

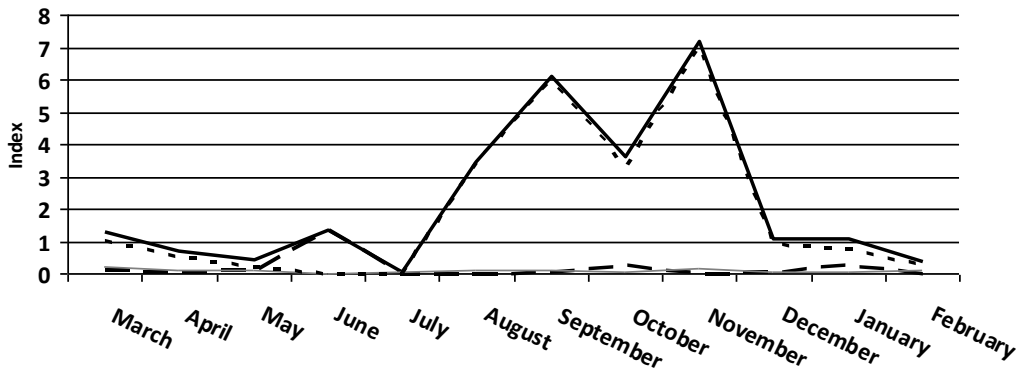


(Item 1.1,1.2,1.5) February 2024 SAIDI = 1,343.85 ↓ (1,346.42)



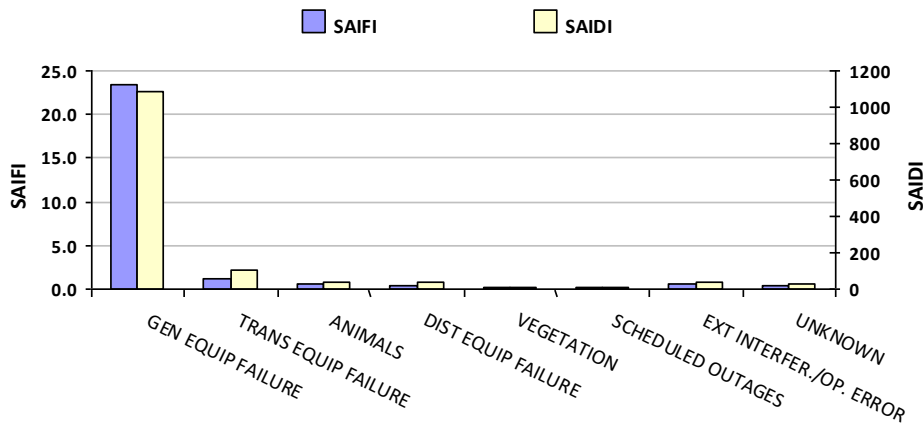
ALL
 GEN=1,082.73
 (1,077.32) ↑
 TRANS=168.86
 (173.93) ↓
 DIST=92.26
 (95.18) ↓

(Item 1.1,1.2,1.5) February 2024 SAIFI = 26.78 ↓ (27.05)



ALL
 GEN=23.46
 (23.41) ↑
 TRANS=2.18
 (2.38) ↓
 DIST=1.14
 (1.26) ↓

(Item 1.9) 12-Month Cause Contributions to Reliability

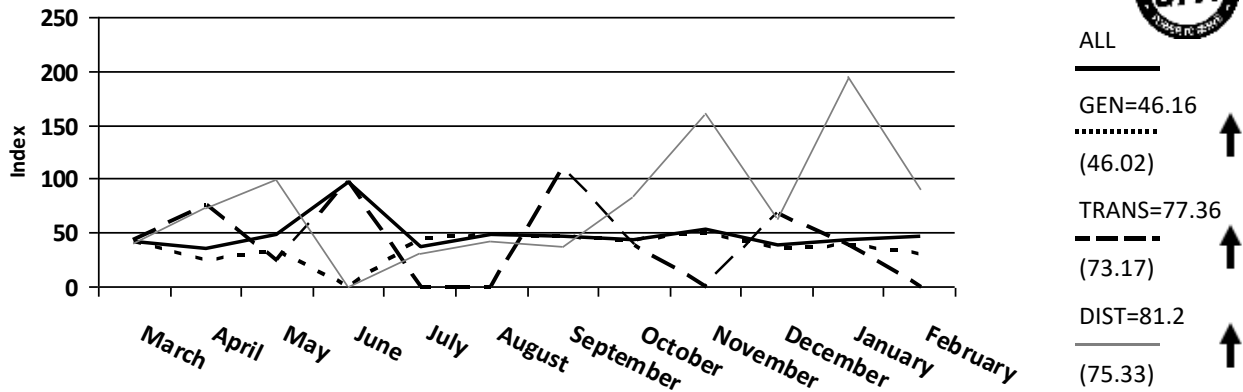


GEN EQUIP FAILURE
 F:84.2% D:80.5%
 TRANS EQUIP FAILURE
 F:4.8% D:7.8%
 ANIMALS
 F:2.4% D:2.5%
 DIST EQUIP FAILURE
 F:2.3% D:2.6%
 VEGETATION
 F:0.8% D:0.9%
 SCHEDULED OUTAGES
 F:1.5% D:0.7%
 EXT INTERFER./OP. ERROR
 F:1.9% D:2.8%
 UNKNOWN
 F:2.2% D:2.1%

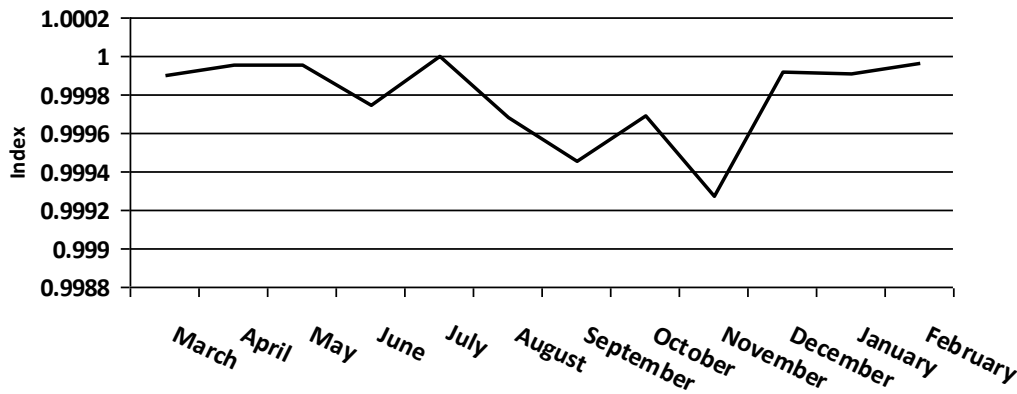
As of February 29, 2024



(Item 1.1,1.2,1.5) February 2024 CAIDI = 50.19 ↑ (49.78)



(Item 1.1,1.2,1.5) February 2024 ASAI = 0.9974 UNC* (0.9974)



(Item 1.4) Top 5 Worst Feeders Distribution Causes

#	Feeder	Outage Count
1	P340	10
2	P283	8
3	P310	5
4	P280	5
5	P210	4

(Item 1.4) Top 5 Distribution Outage Causes

#	Outage Cause	Count
1	Overhead Equipment	37
2	Wind	20
3	Snakes	16
4	Vegetation	11
5	Substation Equipment	8

(Item 1.3) Outage Count

TOTAL	UFLS	Non-UFLS
2384	133	2251

(Item 1.3) UFLS Contribution to Reliability

SAIDI	SAIFI	CAIDI
13.25	0.75	17.56

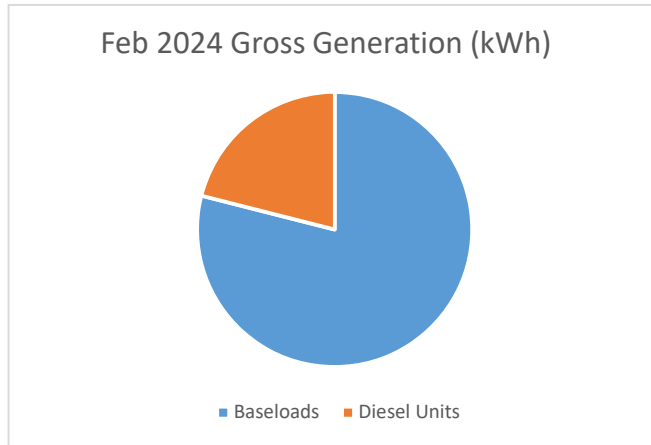
As of February 29, 2024

UNC* - Unchanged

Production Data February 2024

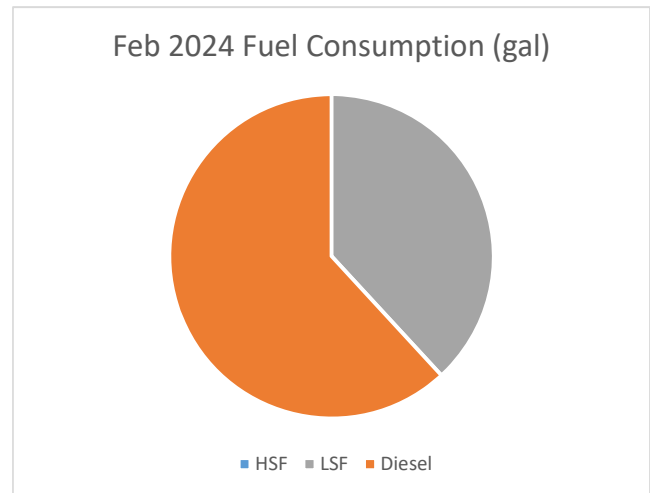
2024 Gross Generation (kWh)

Month	Baseloads	Diesel Units
January	90,244,300	30,249,809
February	87,181,700	23,231,987
March		
April		
May		
June		
July		
August		
September		
October		
November		
December		



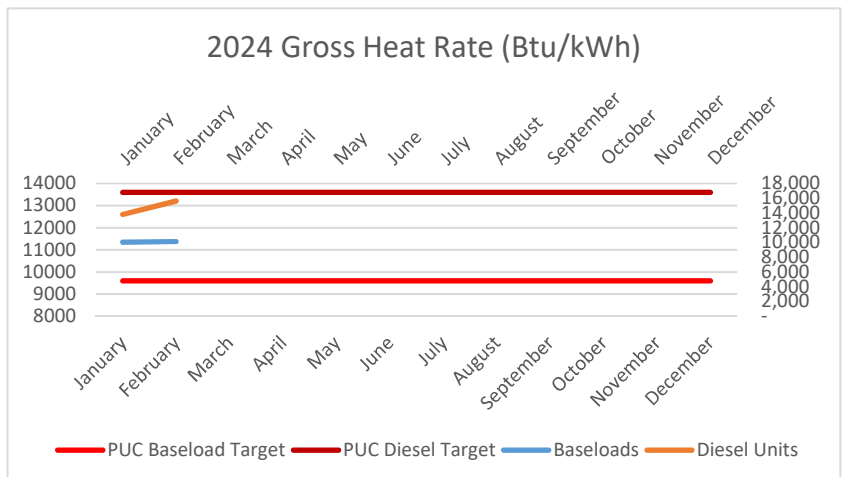
2024 Fuel Consumption (gal)

Month	Baseloads		Diesel Units
	HSF	LSF	Diesel
January	-	2,821,521	6,503,747
February	-	3,341,955	5,419,669
March	-		
April	-		
May	-		
June	-		
July	-		
August	-		
September	-		
October	-		
November	-		
December	-		



2024 Gross Heat Rate (Btu/kWh)

Month	Baseloads	Diesel Units
January	10,052	13,817
February	10,141	15,621
March		
April		
May		
June		
July		
August		
September		
October		
November		
December		



NET METERING
February 2024

	<u>Quantity</u>	<u>Connected kVA</u>
Completed	2,636	34,737
Pending	1	7
Grand Total	2,637	34,744

Rate Class and Technology			
Technology	Schedule	Customer Count	Total kW
Solar Energy	R - Residential	2,425	24,604.81
	J - Gen Service Dmd	88	5,340.87
	K - Small Gov Dmd	20	911.06
	L - Large Government	2	122.80
	P - Large Power	16	1,446.70
	G - Gen Serv Non-Dmd	76	2,228.41
	S - Sm Gov Non-Dmd	7	78.80
Wind Turbine	R - Residential	2	3.60
Grand Total		2,636	34,737.05

Projection Date Ending 12/31/2023				
Customer Rate Class	Sum of Size (kW)	*Annual Projected kWh Generated	Non-Fuel Yield \$/kWh	Estimated Annual Revenue Loss
R	24,608.41	36,811,778	0.087492	\$ 3,220,737.09
J	5,340.87	7,898,873	0.125682	\$ 992,746.39
K	911.06	1,102,646	0.133883	\$ 147,625.65
L	122.80	198,931	0.129809	\$ 25,823.01
P	1,446.70	2,054,830	0.109950	\$ 225,928.65
G	2,228.41	3,640,001	0.145397	\$ 529,245.29
S	78.80	122,287	0.147902	\$ 18,086.47
Grand Total	34,737.05	51,829,346		\$ 5,160,192.55

*Estimated number of hours from NREL for Guam (13.4 degrees North and 144 degrees East).

Estimated Annual Revenue Loss		
Year	Estimated kWh	*Total Estimated Cost
2022	47,962,892	\$ 4,760,505.76
2021	42,545,416	\$ 4,146,394.89
2020	39,941,816	\$ 3,874,385.68
2019	36,806,287	\$ 3,546,649.04
2018	34,981,036	\$ 3,521,130.12
2017	28,242,917	\$ 2,828,834.71
2016	21,867,383	\$ 2,200,794.56
2015	7,383,621	\$ 856,921.27
2014	3,137,212	\$ 410,558.94
2013	1,556,949	\$ 178,996.00
2012	494,672	\$ 58,545.89
2011	170,070	\$ 18,177.13
2010	98,830	\$ 8,483.27
2009	23,912	\$ 1,656.87

*Source for effective yield rate from the Year End Revenue Reports (12 month Average Yield)

NET METERING

February 2024

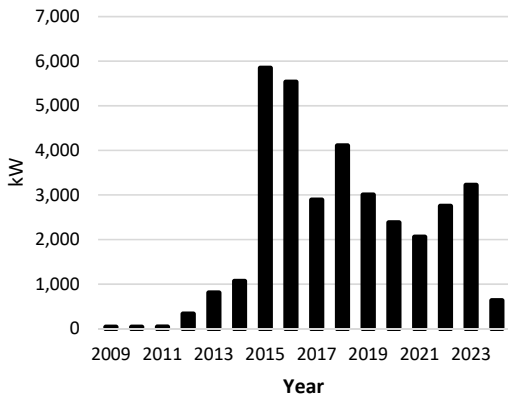
Customer Count and Connected kW by Feeder						
Status	Feeder	Net Metering Connected kW	Customer Count	% of Feeder Maximum kW	% of Feeder	Minimum Daytime kW
Completed	P-005	436.55	38	25.3%		50.8%
	P-046	404.29	44	9.5%		14.6%
	P-088	1,131.78	96	18.8%		29.8%
	P-089	957.61	100	21.4%		51.5%
	P-111	477.50	9	8.9%		15.5%
	P-203	878.49	49	11.7%		33.3%
	P-204	164.18	18	3.5%		7.2%
	P-205	200.48	10	4.2%		7.1%
	P-210	1,031.00	80	20.2%		27.4%
	P-212	1,427.74	121	34.5%		89.3%
	P-213	672.61	21	25.7%		34.5%
	P-220	278.97	29	45.8%		143.8%
	P-221	743.14	72	16.9%		33.6%
	P-223	772.87	72	32.5%		46.3%
	P-240	178.55	5	2.7%		24.0%
	P-245	527.28	12	10.5%		22.5%
	P-250	1,822.02	157	28.0%		49.2%
	P-251	273.14	15	11.0%		16.9%
	P-253	1,277.57	115	28.4%		44.9%
	P-262	1,570.67	149	41.3%		98.9%
	P-280	728.52	41	40.5%		75.3%
	P-281	300.90	6	10.7%		29.9%
	P-282	231.75	6	6.2%		18.7%
	P-283	865.39	69	23.9%		41.0%
	P-294	1,619.97	146	37.4%		74.1%
	P-301	309.90	30	21.9%		39.0%
	P-311	1,778.81	79	44.6%		76.3%
	P-322	2,440.50	139	32.2%		63.9%
	P-323	305.28	21	6.5%		20.1%
	P-330	943.54	107	17.3%		34.9%
	P-331	1,006.59	105	16.0%		25.8%
	P-332	1,132.55	100	20.1%		29.3%
	P-340	707.27	60	39.0%		85.8%
	P-087	1,676.98	164	42.7%		66.9%
	P-252	720.05	40	17.1%		34.8%
	P-321	802.80	54	14.4%		16.1%
	P-260	138.56	13	20.1%		69.3%
	P-067	86.20	10	1.0%		1.3%
	P-312	256.96	10	15.4%		17.9%
	P-206	136.08	7	13.9%		25.2%
P-242	23.75	2	0.4%		1.1%	
P-310	230.97	11	8.4%		15.4%	
P-261	554.46	57	20.0%		34.4%	
P-201	248.26	12	7.0%		12.4%	
P-007	85.86	8	11.9%		25.3%	
P-244	86.56	3	4.9%		5.0%	
P-202	280.10	9	8.6%		20.8%	
P-341	33.95	3	2.9%		12.9%	
P-401	117.00	2	10.3%		17.3%	
P-400	102.60	7	10.7%		10.9%	
P-241	19.72	1	0.5%		0.7%	
P-290	58.74	4	8.2%		36.3%	
Completed Total		34,737.05	2,636			
pending	Pending	7.31	1	0.0%		0.0%
pending Total		7.31	1	0.0%		0.0%
Grand Total		34,744.36	2,637			
	Feeders highlighted in yellow indicates renewable energy capacity has reached 25% of minimum daytime load.					
	Feeders highlighted in red indicates renewable energy capacity has reached 75% of minimum daytime load.					

NET METERING February 2024

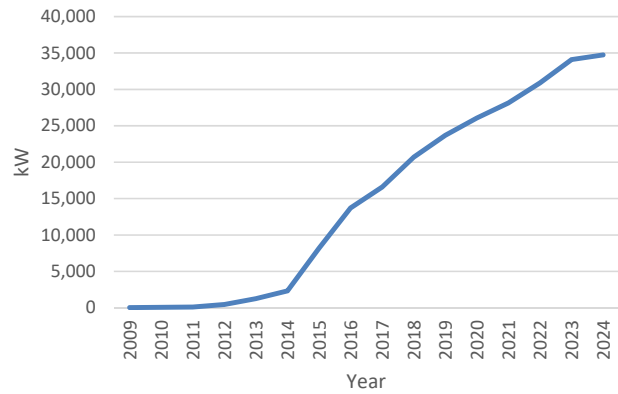
Installed kW by Year		
Year	Total	Cumulative
2009	39.46	39.46
2010	39.20	78.66
2011	41.61	120.27
2012	334.61	454.88
2013	808.15	1,263.03
2014	1,067.04	2,330.07
2015	5,843.21	8,173.28
2016	5,530.61	13,703.88
2017	2,887.33	16,591.21
2018	4,103.13	20,694.34
2019	3,002.17	23,696.51
2020	2,380.16	26,076.67
2021	2,058.69	28,135.36
2022	2,749.25	30,884.61
2023	3,218.08	34,102.69
2024	634.36	34,737.05
Grand Total	34,737.05	

Customer Count by Year		
Year	Total	Cumulative
2009	7	7
2010	2	9
2011	6	15
2012	26	41
2013	66	107
2014	93	200
2015	560	760
2016	528	1,288
2017	298	1,586
2018	292	1,878
2019	190	2,068
2020	97	2,165
2021	126	2,291
2022	140	2,431
2023	179	2,610
2024	26	2,636
Grand Total	2,636	

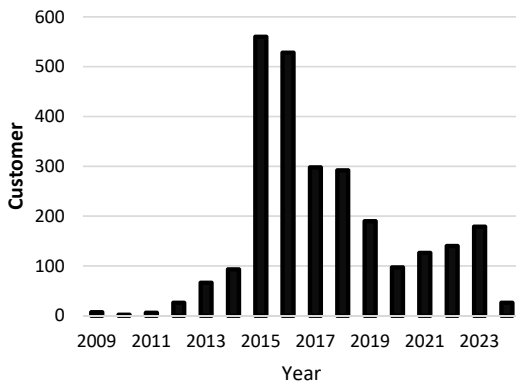
Yearly Installed kW



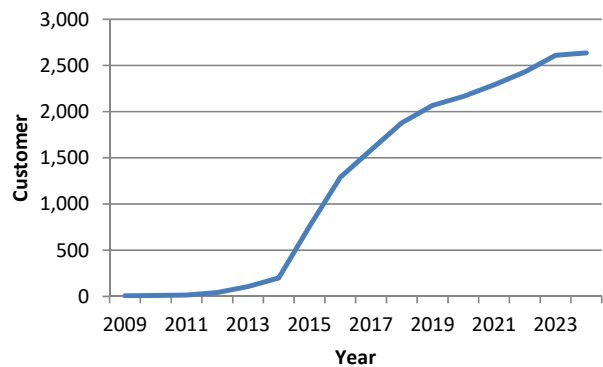
Cumulative Installed kW



Yearly Connected Customer Count



Cumulative Connected Customer Count



GPA Work Session - March 21, 2024 - GM REPORT UPDATES

ENGINEERING WORK ORDERS

Engineering Work Order Summary - February 2024	
Work Orders Received from CSR	88
Work Orders Processed & Released to T&D	96
Work Orders Processed & Released to CSR	N/A
Work Orders Cancelled	1
Work Orders Pending Survey	12
Total Pending WO at Engineering	100

Engineering Large Customer, GPI and Net Metering Tracking						
Date Received	Customer Name	Work Order Numbers	Location	kVA	Meter Qty	Status
3/1/2018	Docomo Pacific Inc., New Data Center	Pending Application	Talofofo	3,000	1	New Data Center. Planned to come off P-260 and P-262. 0% Completed. Currently in design pending updates from designer.
10/10/18	Don Sadwahni (Industrial Subdivision)	465341	Harmon	2,000	4	New Industrial Subdivision, Inspection of civil work only, Proposed 12 Pad Mounted Xfms 100% Completed, pending submission of meter applications. Work orders for the streetlights and the new GWA pump station have been forwarded to T&D. Pending new customers ~80 lots.
05/14/19	Joyrich Group LLC	Multiple	Tamuning	150	17	New 17 Unit Apartments, 90% completed, 150 kVA. No recent progress.
11/19/20	Paradise Subdivision (Old Price Rd)	Pending Applications	Mangilao	170	17	17 Unit subdivision, pending submission of plans and permitting. 75%
04/06/21	LF Corp ABA American Grocery	4885427	Barrigada	500	1	New American Grocery. This is 92% completed.
06/30/21	Guam Five Star Corporation (Sienna Gardens)	Multiple	Dededo	1,160	116	New 116 Unit Subdivision, 45 application submitted, 100 Applications pending, 45 units completed and energized. Pending submission of applications for the remaining units.
08/01/21	DPW Primary Village and Secondary	Multiple	Island Wide	29.7	394	New Streetlight 445 street light applications released to T&D as of July 31, 2022.
10/31/21	GTA Data Center (Camp Watkins)	Pending Application	Tamuning	2,500	1	New Data Center, 2500 kVA, pending submission of revised plans showing 13.8 kV primary metered facilities. GTA looking at adding a 34.5 kV backup up to GMVA. Temporary power completed. Primary underground conduits and manholes completed. Primary metering cabinet pending
11/01/21	IT&E Data Center (Harmon)	Pending Application	Tamuning	4,500	3	New Data Center, 2500 kVA, installed 3-500kva xfms till 1500kva procured. GPI ongoing.
03/13/23	Core Tech (Summer Vista) Phase 2	Pending Application	Dededo	800	160	Proposed May 2024
03/13/23	Core Tech (Summer Vista) Phase 3 & commercial bldg	Pending Application	Dededo	1300	260	Proposed June 2025; 160 units and possible 100 meters for commercial center
05/02/23	Missile Defense Agency Sites (MDA)	Pending Application	Various Locations Islandwide	21,800		5 sites for only MDA, pending additional loads from other military agencies. Loading update 5/2/2023. Most loads will be connected via transmission or from military substations. Final still pending.
08/21/23	Hon Hui (Tumon) Former royal palm	Pending Application	Tumon	3,500	1	No application yet.
09/15/23	Wellborn Yigo housing across Mormon church	Pending Application	Yigo		100	Customer has submitted civil design.
09/15/23	Possible 36 unit apartments across Ladera	Pending Application	Mangilao	180	36	Pending Application.
09/15/23	Canton Tasi(Palisade) subdivision Tiyan	Pending Application	Tiyan	120	20	Pending Application.
09/21/23	Army GDS 3 (former Navy Turner Housing, Nimitz Hill)	Pending Application	Nimitz Hill	306		Coordination with NAVFAC. Expected for Year 2027
09/21/23	Army GDS 11A (NEXRAD/Eagle's Field)	Pending Application	Mangilao	175		Coordination with NAVFAC
10/11/23	Army, Dandan	Pending Application	Talofofo	287		Pending more information
10/11/23	Army, Site No. 12	Pending Application	TBD	163		Pending more information
10/11/23	Army, Site No. 13	Pending Application	TBD	163		Pending more information
09/21/23	Army, P-549 Battalion Headquarters	Pending Application	Radio Barrigada	400		GPA proposed using navy feeder. Navy requested to use P-213.
09/21/23	Sunshine Subdivision Chalan Kirida	Pending Application	Mangilao		65	Backroad Subdivision. Civil works only.
11/13/23	10 Unit Apartment	Pending Application	Mangilao	50	10	Iglesias St. (near Ladera); Pending design plans/drawings.
12/29/23	J524 Development, LLC Tract 10441	Pending Application	Yigo	82	963	Formerly Lot No. 7134; East of Latte Estates; Full Underground per Application No. 2024-03 under V. Project Description; Proposed main line to come from housing on left. (Design load 963 kVA)
12/05/23	CoreTech Batching Plant Upgrade	507774	Dededo	500		Proposed increase from 225kVA to 750kVA
02/15/24	Leolabs Space Radar Station	Pending Application	Malojoj	700		Proposed at old NASA site
02/16/24	NAVFAC (National Guard Readiness Center)	Pending Application	Barrigada	665	1	FY22 MILCON Project P-052 National Guard; Main breaker 1200A 277/480V, Genset 800A
03/04/24	American Grocery	Pending Application	Barrigada	1,800	20	Pending final punch list
03/04/24	JolliBee	508971	Agana	300	1	Pending easements
03/04/24	UOG Student Success Center	Pending Application	Mangilao	1,000	1	Design approved
03/04/24	UOG School of Engineering	Pending Application	Mangilao	225	1	Construction in progress
03/04/24	UOG WERI bldg.	Pending Application	Mangilao	225	1	Design approved
03/04/24	UOG Nursing bldg.	Pending Application	Mangilao	125	1	Design approved
03/04/24	Simon Sanchez High school	Pending Application	Yigo	3,000	3	Design at 90%
03/04/24	Warehouse, harmon L5159-R5	Pending Application	Harmon	300	1	Design approved
03/04/24	Merizo Basketball Gym	Pending Application	Merizo	75	1	Design approved
03/04/24	FQ Sanchez school Rehabilitation	Pending Application	Merizo	225	1	Pending approval of plans
03/04/24	NAN Inc, Tiyan Warehouse	Pending Application	Tiyan	300	4	Pending design plans
Varies	Pending Net Metering Customers	Varies	Various Locations Islandwide		57	Pending Net Metering Customers
Total				52,776	2,262	

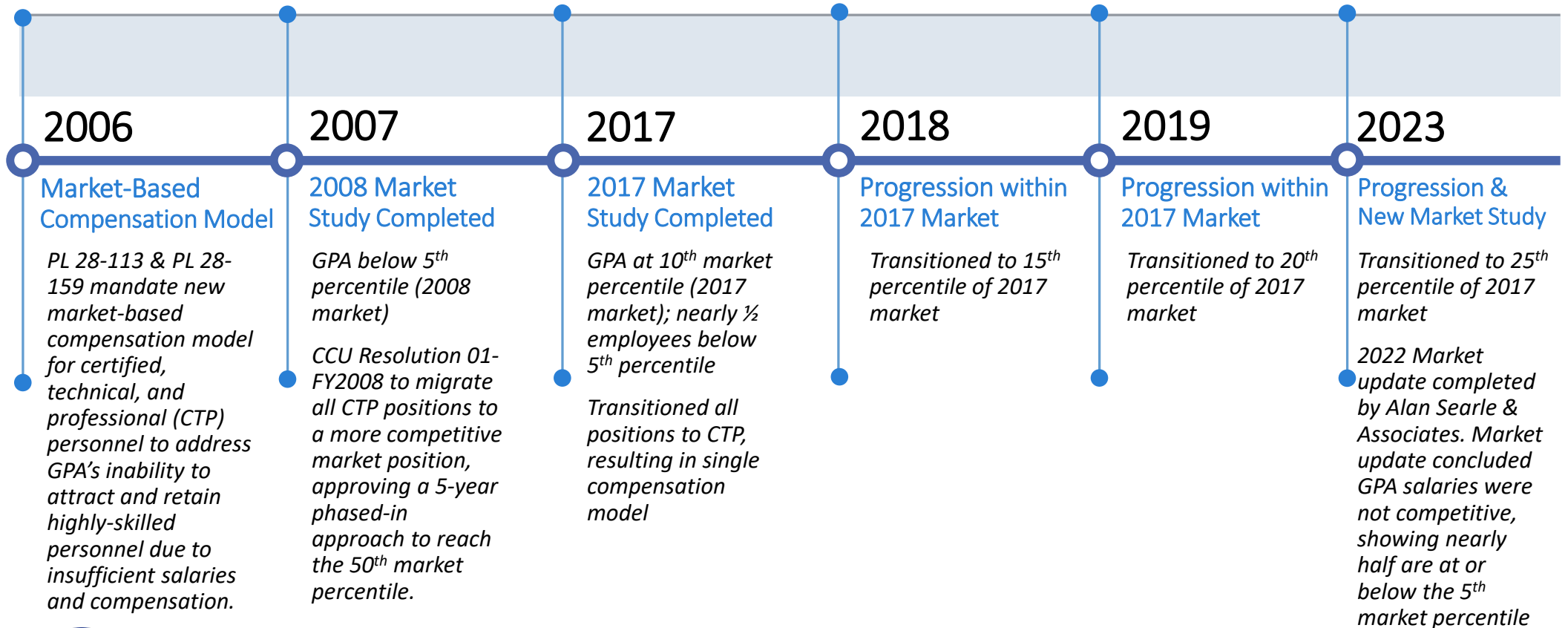
GPA Work Session - March 21, 2024 - GM REPORT UPDATES

1699407298	AUTONOMOUS/	G H U R A	31,529.01	-	32,085.34	(31,440.10)	32,174.25	32,174.25	32,174.25	32,085.34	88.91	-	-	-	32,174.25
4474308144	AUTONOMOUS/	Port Authority of Guam	90,252.37	(53,919.47)	100,786.14	(90,252.37)	46,866.67	46,866.67	46,866.67	46,866.67	-	-	-	-	46,866.67
Sub-total			4,390,938.31	(195,987.44)	3,308,837.52	(3,321,818.44)	4,477,714.13	4,181,969.95	4,181,969.95	3,112,308.52	249,986.68	236,550.39	257,054.42	326,069.94	4,181,969.95
Others															
3209463043	OTHERS	Dept. of Military Affairs (NET METERED)	47,035.00	-	47,661.50	-	94,696.50	94,696.50	94,696.50	47,661.50	47,035.00	-	-	-	94,696.50
4530787043	OTHERS	U.S. Post Office	47,327.50	-	49,102.17	(47,327.50)	49,102.17	49,102.17	49,102.17	49,102.17	-	-	-	-	49,102.17
6000770566	OTHERS	KGTF	3,504.95	-	3,469.10	-	6,974.05	6,974.05	6,974.05	3,469.10	3,504.95	-	-	-	6,974.05
6602566745	OTHERS	Tamuning Post Office	5,637.85	-	5,727.08	(5,637.85)	5,727.08	5,727.08	5,727.08	5,727.08	-	-	-	-	5,727.08
7541928173	OTHERS	Guam Legislature	307.64	-	294.79	(307.64)	294.79	294.79	294.79	294.79	-	-	-	-	294.79
8108458168	OTHERS	Guam Post Office (Agana)	7,271.01	-	5,979.65	(7,271.01)	5,979.65	5,979.65	5,979.65	5,979.65	-	-	-	-	5,979.65
8353274954	OTHERS	Superior Court of Guam	75,566.00	-	81,581.19	(75,566.00)	81,581.19	81,581.19	81,581.19	81,581.19	-	-	-	-	81,581.19
8607446612	OTHERS	Dept. of Military Affairs	61,001.75	-	64,270.86	-	125,272.61	125,272.61	125,272.61	64,270.86	61,001.75	-	-	-	125,272.61
8972267005	OTHERS	Customs & Quarantine Agency	2,239.02	-	1,532.88	-	3,771.90	3,771.90	3,771.90	1,532.88	1,579.41	659.61	-	-	3,771.90
9503154359	OTHERS	Guam Legislature (NET METERED)	9,947.21	-	14,202.80	(9,947.21)	14,202.80	14,202.80	14,202.80	14,202.80	-	-	-	-	14,202.80
Sub-total			259,837.93	-	273,822.02	(146,057.21)	387,602.74	387,602.74	387,602.74	273,822.02	113,121.11	659.61	-	-	387,602.74
Grand Total			12,926,774.95	(379,176.84)	5,812,441.97	(7,083,837.22)	13,589,303.01	11,276,202.86	11,276,202.86	5,624,023.83	2,321,206.85	1,959,380.90	529,782.86	841,808.42	11,276,202.86

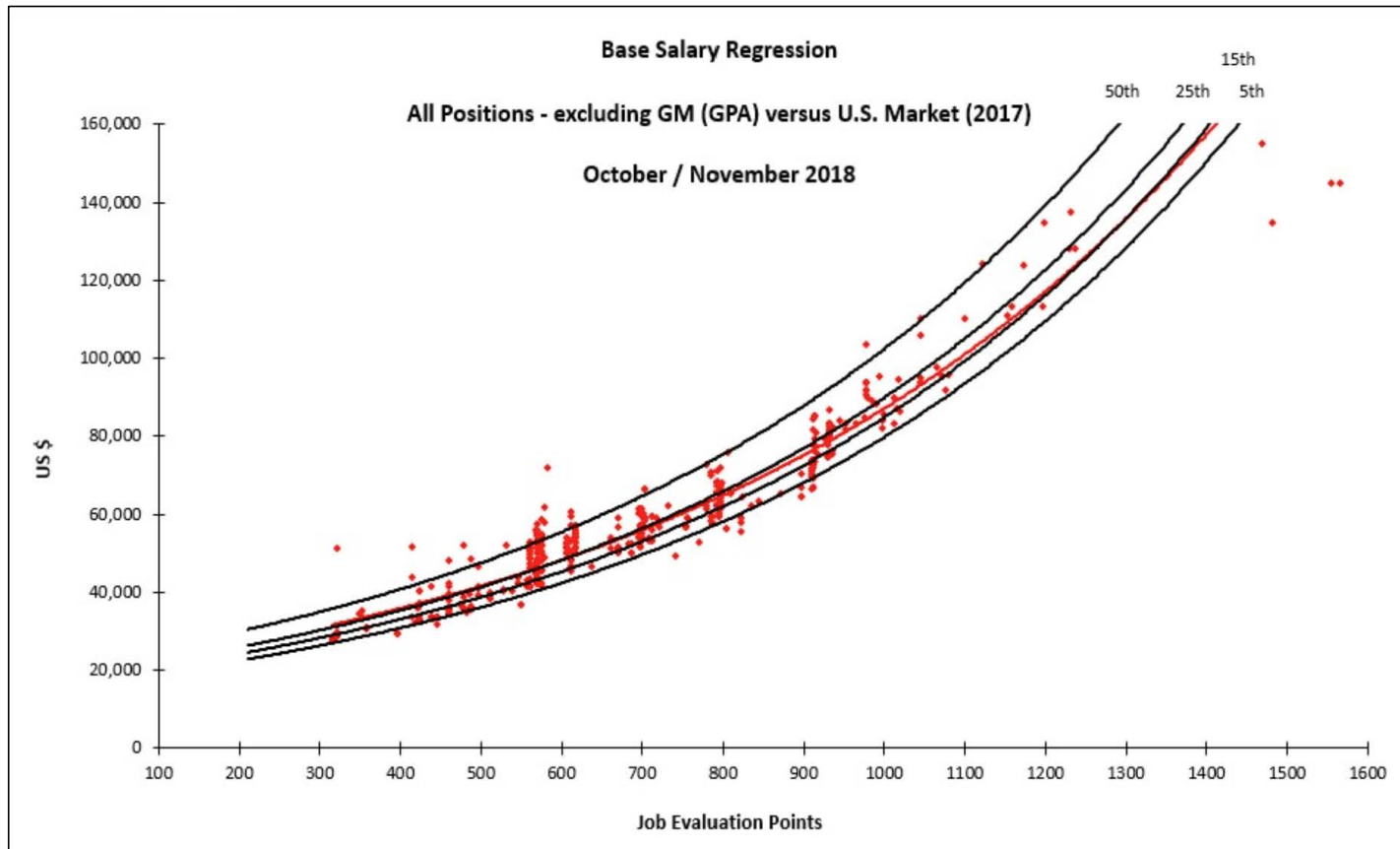


2024 CTP Market Transition Strategy

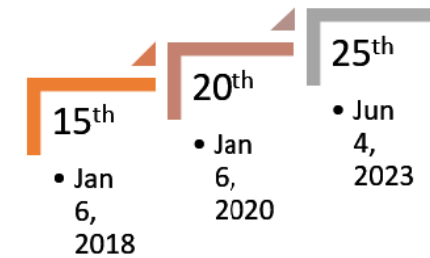
CTP Market Transition Strategies & Efforts



2017 Regression

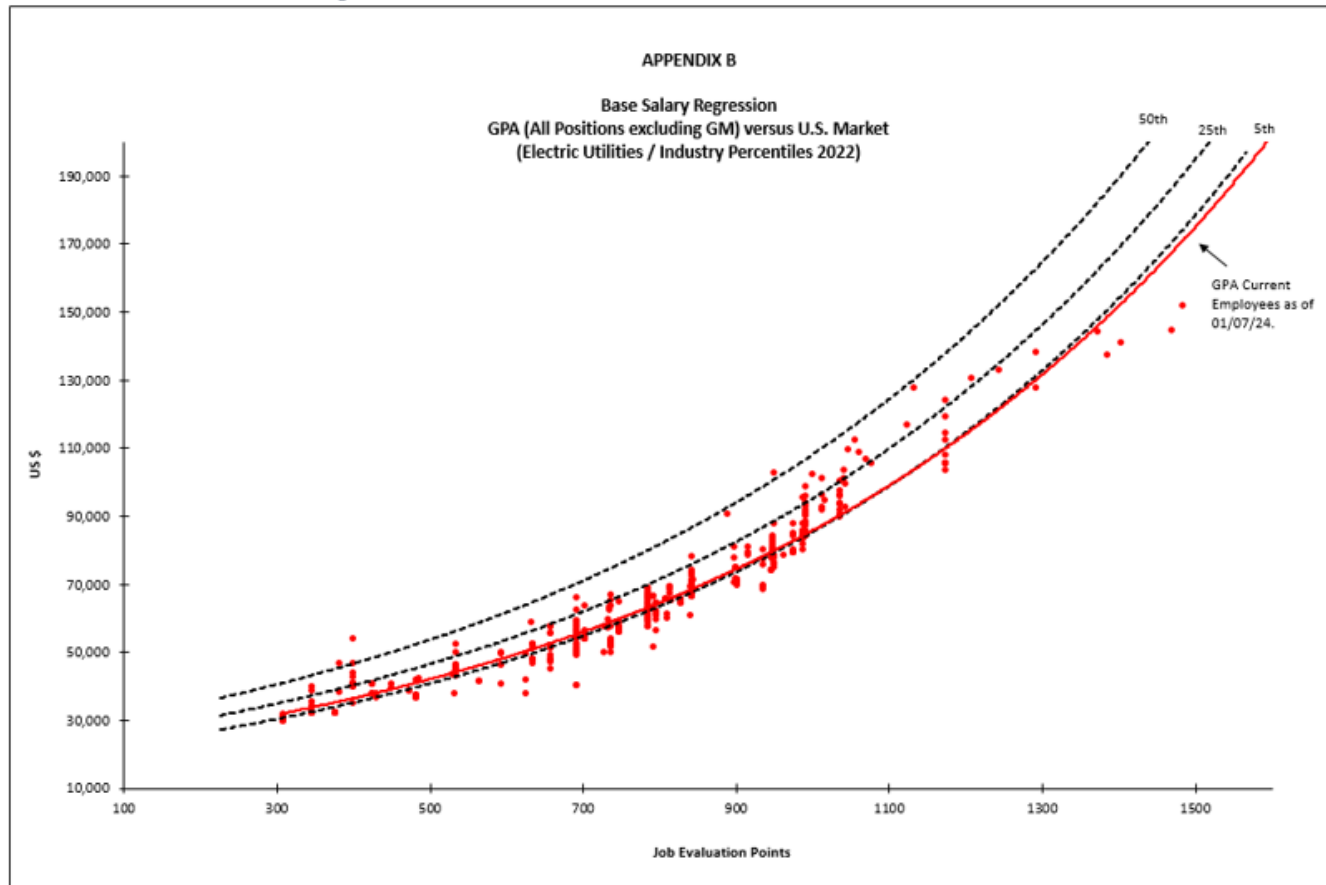


2017 Market Transition Actions:



- █ Guam Power Authority (GPA) - solid red line & red spots for individual employees
- █ U.S. Market (5th, 25th and 50th electric utilities / industry percentiles - dashed black lines)

2023 Regression



■ Guam Power Authority (GPA) - solid red line & red spots for individual employees
■ U.S. Market (5th, 25th and 50th electric utilities / industry percentiles - dashed black lines)

2022 Market Transition Efforts:



Human Resource Challenges

Current Market Assessment:

ISSUE:

GPA's competitive market position has eroded. The Authority is encountering difficulty attracting and retaining CTP employees, specifically for high-demand positions and job groupings.

Current Contributing Factors:

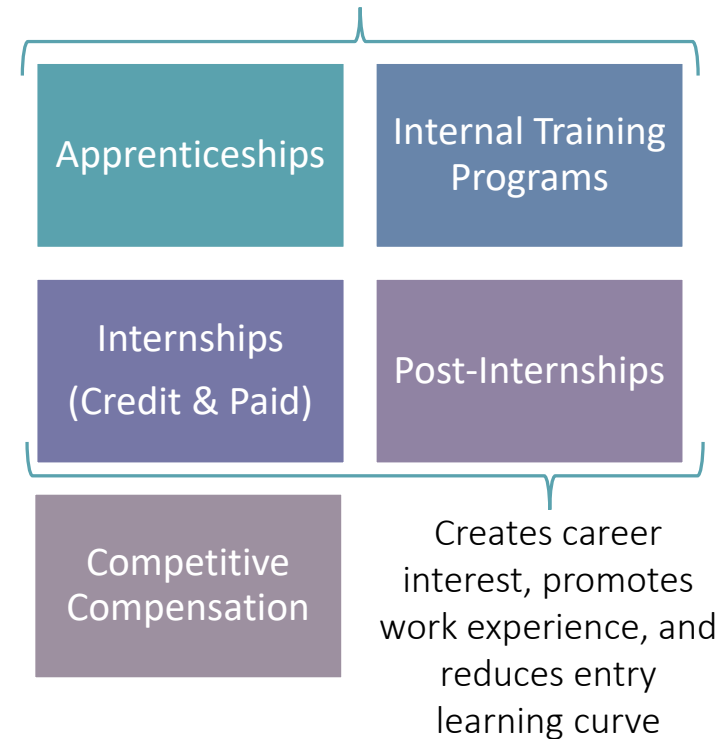
- High retirement eligibility (30-40% of workforce inevitably will retire) through 2028
- Attrition due to competitive compensation

Recurring Contributing Factors:

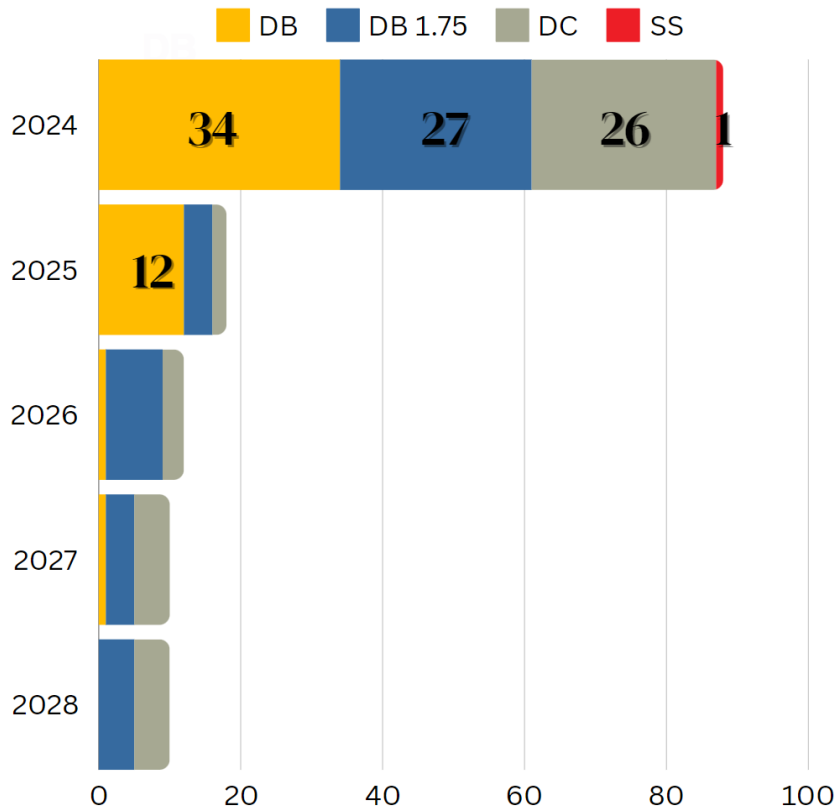
- Structural migration every 4-6 years is insufficient to meet 50th percentile goal (CCU Resolution 01-FY2008)
- Market continues to trend upwards
- Market Offerings of Benefit Package Option & Flexibility (i.e. COLA, retirement & insurance options, higher incremental adjustments)

Current Solutions:

Addresses applicant void by creating potential skilled, experienced applicant pool

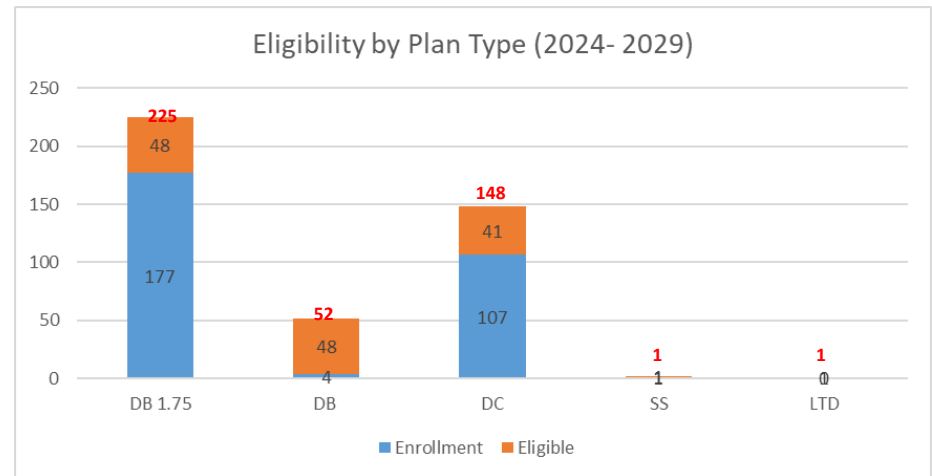


Retirement Eligibility

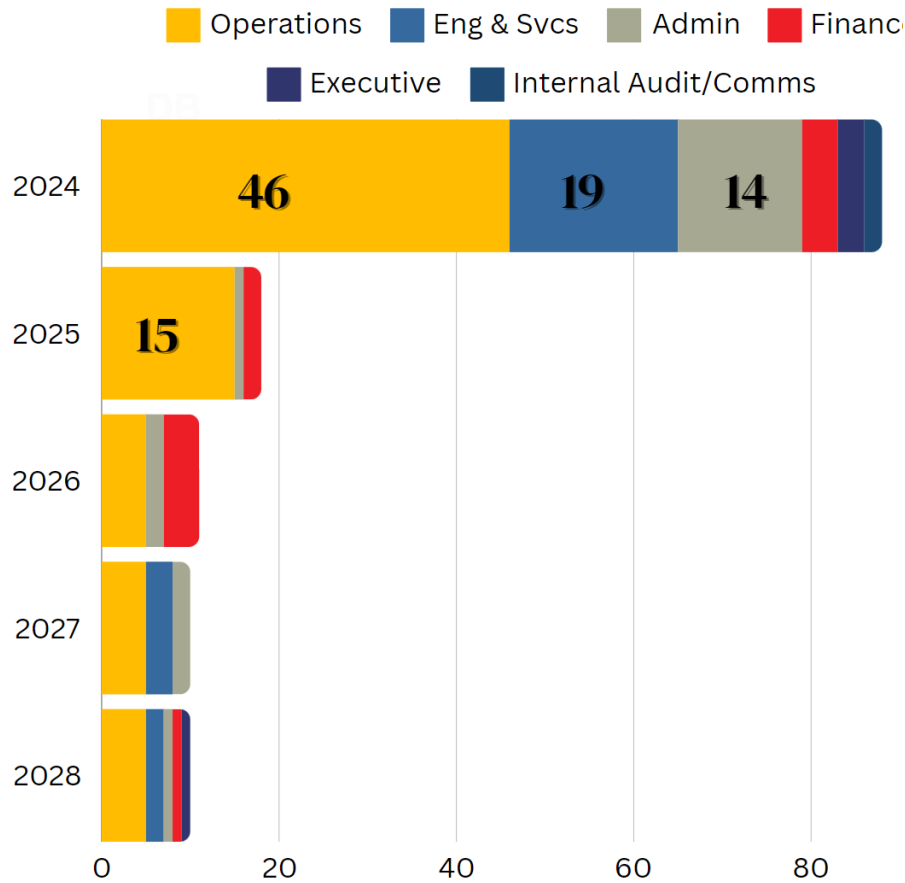


5-Year Forecast:

CY	DB	DB 1.75	DC	SS	Total
2024	34	27	26	1	88
2025	12	4	2	-	18
2026	1	8	3	-	12
2027	1	4	5	-	10
2028	-	5	5	-	10
<i>Total</i>	48	48	41	1	138



Retirement Eligibility

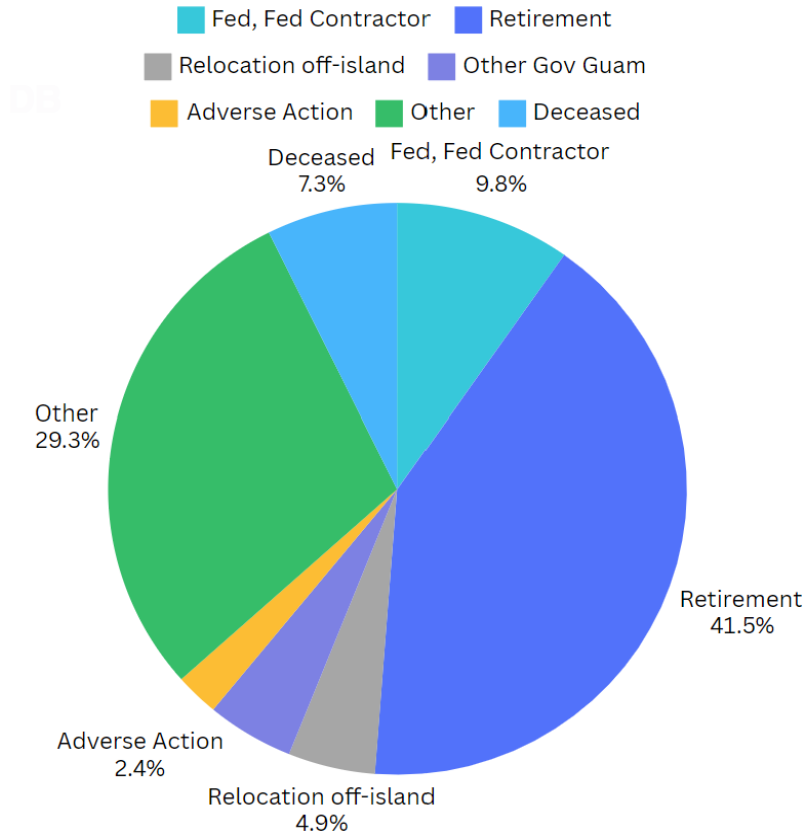


5 Year Forecast:

CY	Ops	Eng & Svcs	Admin	Finance	Exec	Audit & Comms	Total
2024	46	19	14	4	3	2	88
2025	15	-	1	2	-	-	18
2026	5	-	2	4	1	-	12
2027	5	3	2	-	-	-	10
2028	5	2	1	1	1	-	10
<i>Total</i>	<i>76</i>	<i>24</i>	<i>20</i>	<i>11</i>	<i>5</i>	<i>2</i>	<i>138</i>



Separations



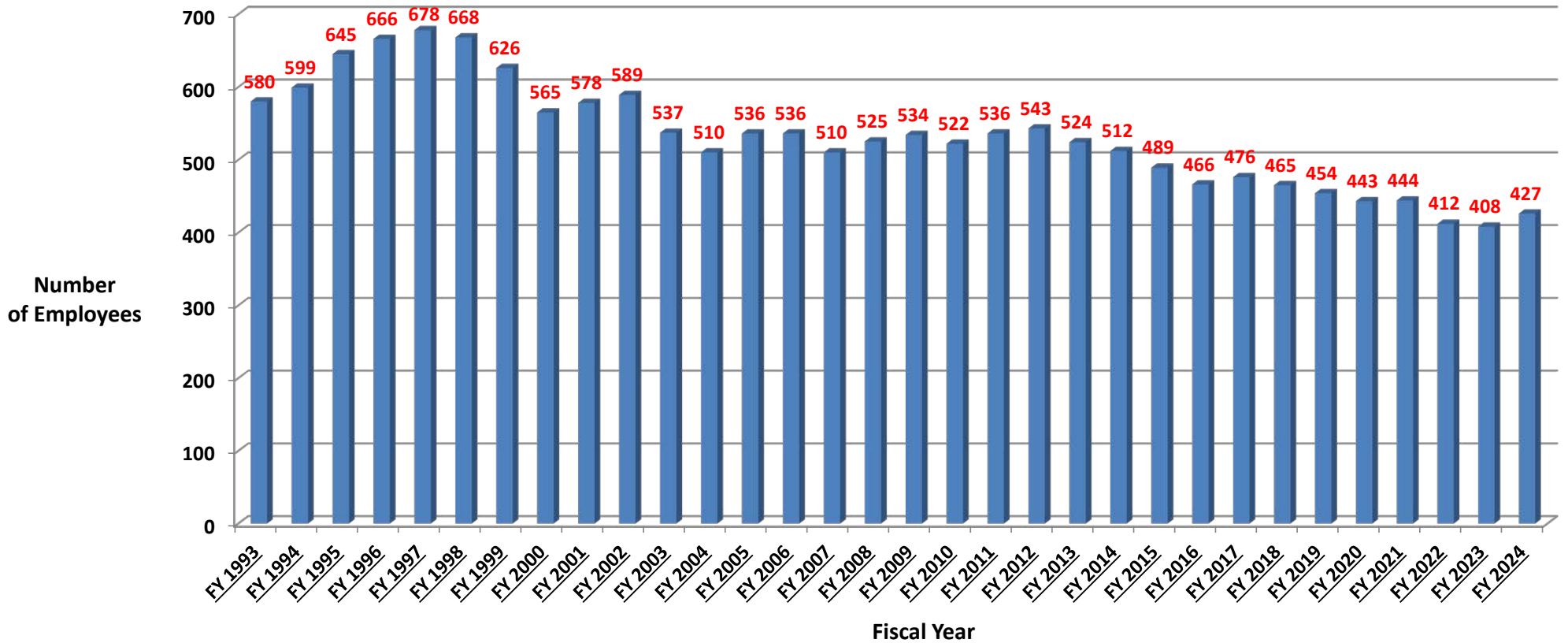
5-Year Attrition Statistics:

Reason	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Total
Retirement	17	15	20	31	12	2	97
Fed/Contractor	4	1	-	2	5	1	13
Relocation Off-Island	2	1	1	1	4	-	9
Private Sector	-	1	-	1	5	1	8
Death	3	1	-	2	2	-	8
Other GovGuam	2	-	-	2	2	-	6
Adverse Action	1	1	1	1	1	-	5
Other	12	8	10	13	10	1	54
Total	41	28	32	53	41	5	138



Full-time Employee by Fiscal Year

Guam Power Authority Full Time Equivalency



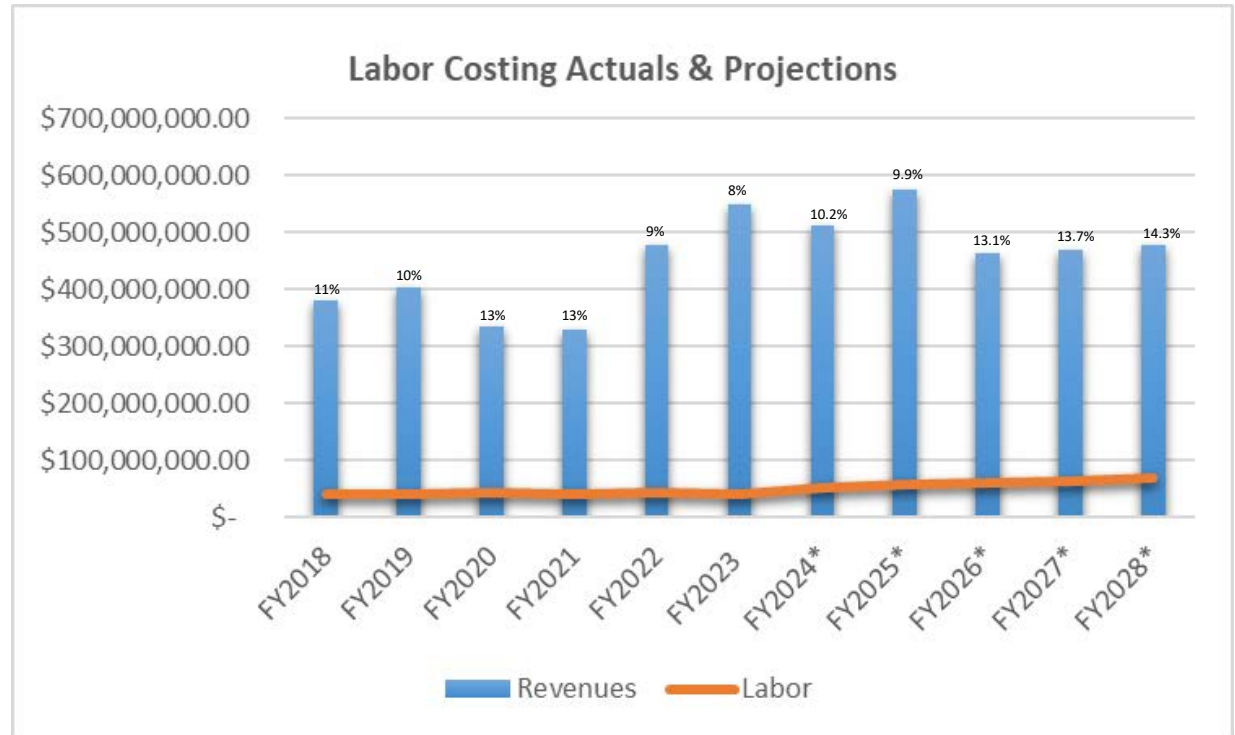
As of March 19, 2024

Historical Labor Costing & Projection

in \$000

Fiscal Year	Revenues	Labor	% of Revenues for Labor
FY2018	\$ 379,868	\$ 40,502	11%
FY2019	\$ 402,537	\$ 40,092	10%
FY2020	\$ 335,543	\$ 42,864	13%
FY2021	\$ 329,349	\$ 41,404	13%
FY2022	\$ 478,553	\$ 43,990	9%
FY2023	\$ 550,418	\$ 42,037	8%
FY2024*	\$ 511,762	\$ 52,153	10%
FY2025*	\$ 574,803	\$ 56,864	10%
FY2026*	\$ 463,013	\$ 60,661	13%
FY2027*	\$ 470,632	\$ 64,474	14%
FY2028*	\$ 478,317	\$ 68,277	14%

* Projected Revenues



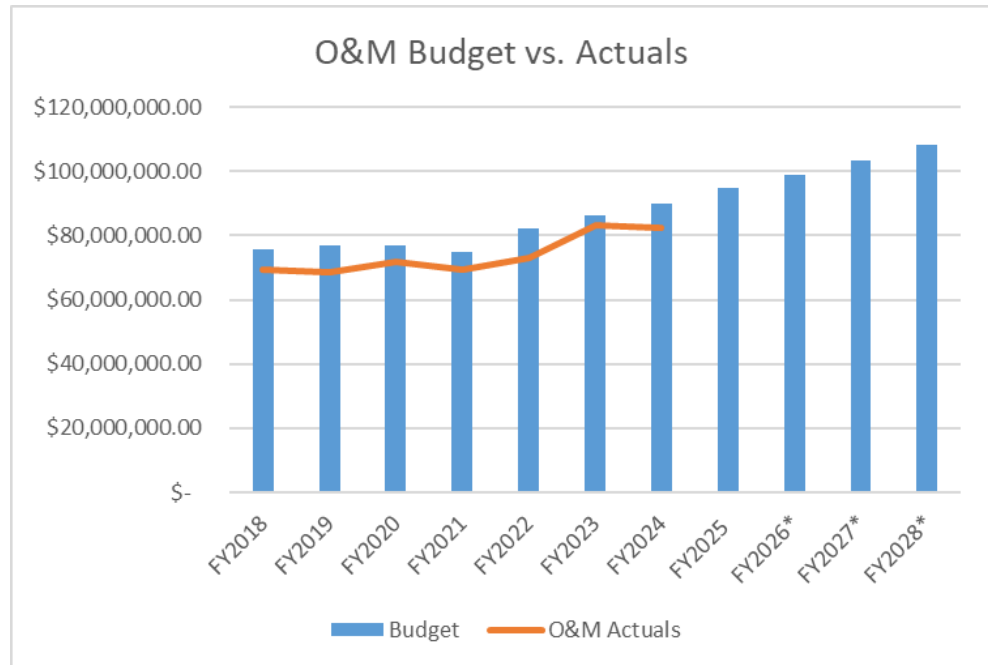
Historical Labor Costing & Projection

in \$000

Fiscal Year	Budget	O&M Actuals	Difference	% Used
FY2018	\$ 75,757	\$ 69,400	\$ 6,357	92%
FY2019	\$ 76,865	\$ 68,512	\$ 8,353	89%
FY2020	\$ 76,988	\$ 71,671	\$ 5,317	93%
FY2021	\$ 74,892	\$ 69,236	\$ 5,656	92%
FY2022	\$ 82,182	\$ 73,235	\$ 8,947	89%
FY2023 ⁽¹⁾	\$ 86,434	\$ 85,131	\$ 1,303	98%
FY2024 ⁽²⁾	\$ 89,893	\$ 82,295	\$ 7,598	92%
FY2025	\$ 94,738			
FY2026 ⁽³⁾	\$ 98,913			
FY2027 ⁽³⁾	\$ 103,492			
FY2028 ⁽³⁾	\$ 108,075			

Notes:

- (1) \$17M in CWIP FEMA charges from Mawar were included in the O&M actuals.
- (2) Projected O&M Actuals
- (3) Proposed Budgets



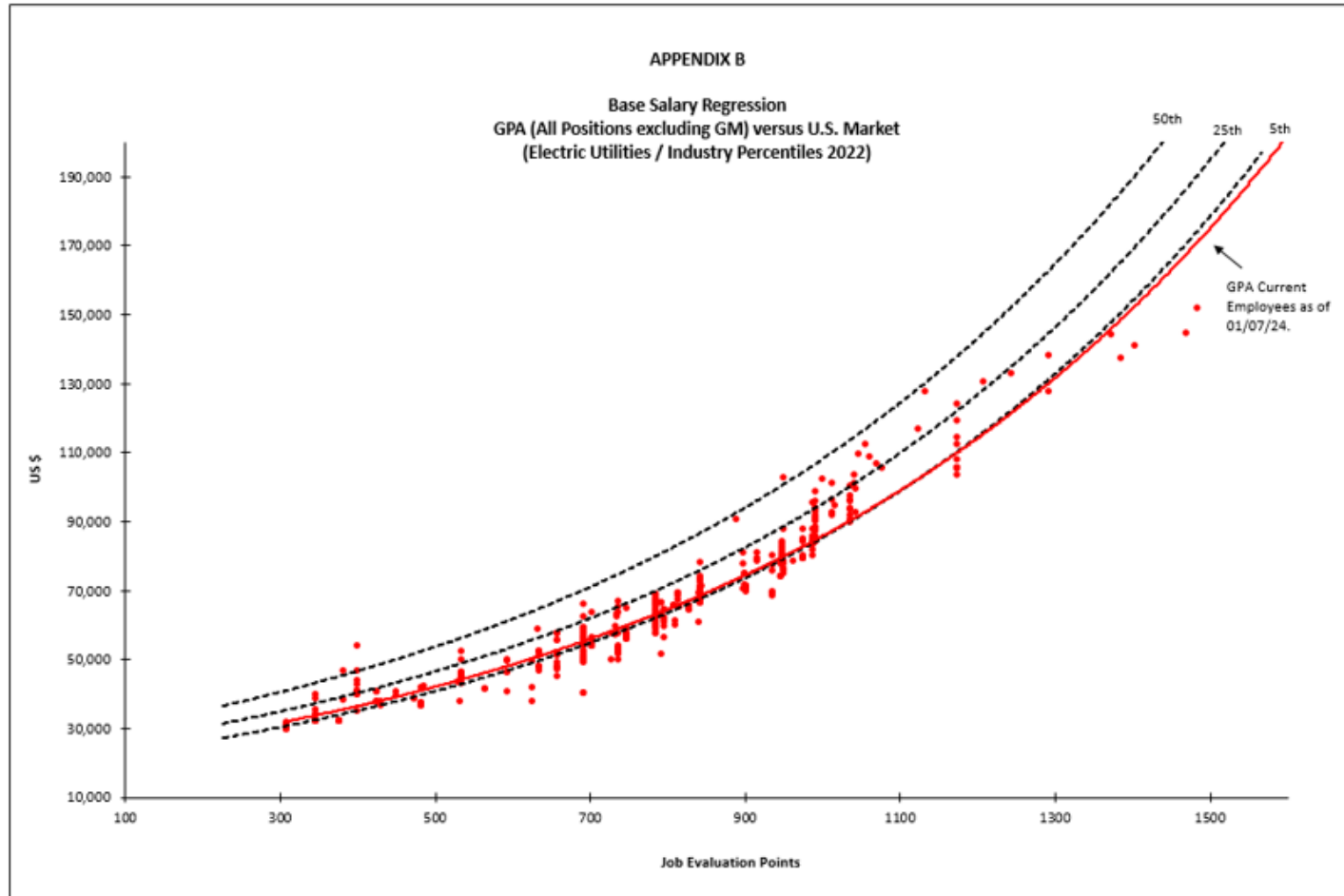
Proposed Compensation Strategy & Goals



PROPOSED STRATEGIC GOALS

1. Perform **structural adjustments** annually to retain market positions, at minimum, with aim to gradually achieve market percentile goal of 50th percentile (2022 market) in 5 years by:
 1. Moving to 30th percentile in FY2024; and
 2. Progressing 5th percentile annually through 2028.
2. Conduct **market studies** every 2 years
3. Continue annual **Pay-For-Performance**
4. Provide tools/framework for General Manager to **address retention and/or recruitment** efforts for specific positions or position groups



2023 Regression

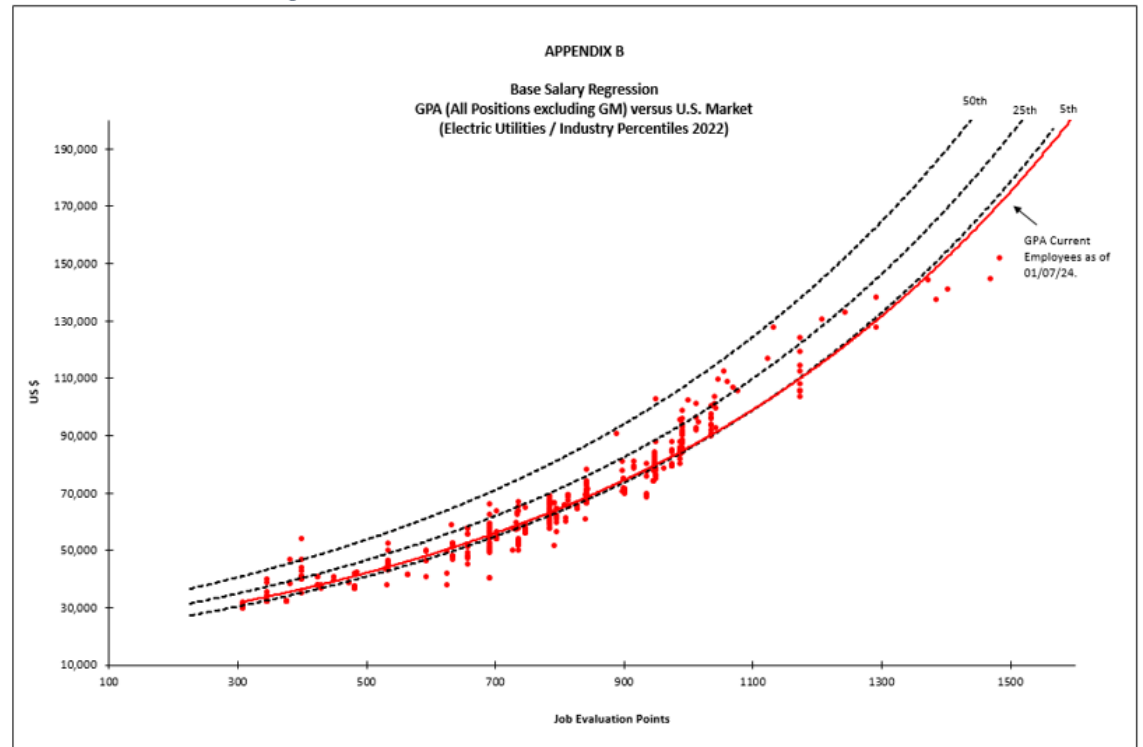
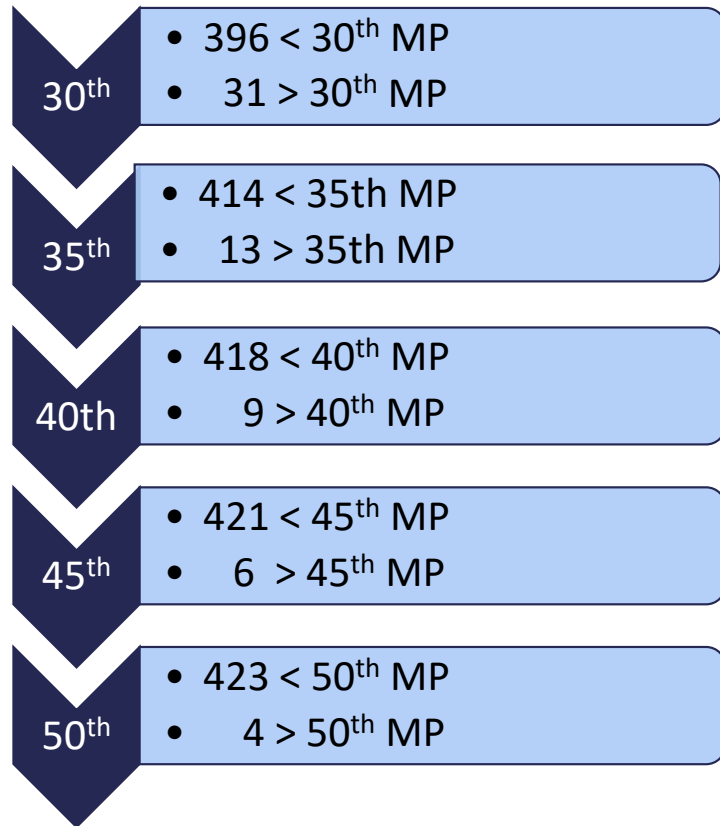


-  Guam Power Authority (GPA) - solid red line & red spots for individual employees
-  U.S. Market (5th, 25th and 50th electric utilities / industry percentiles - dashed black lines)

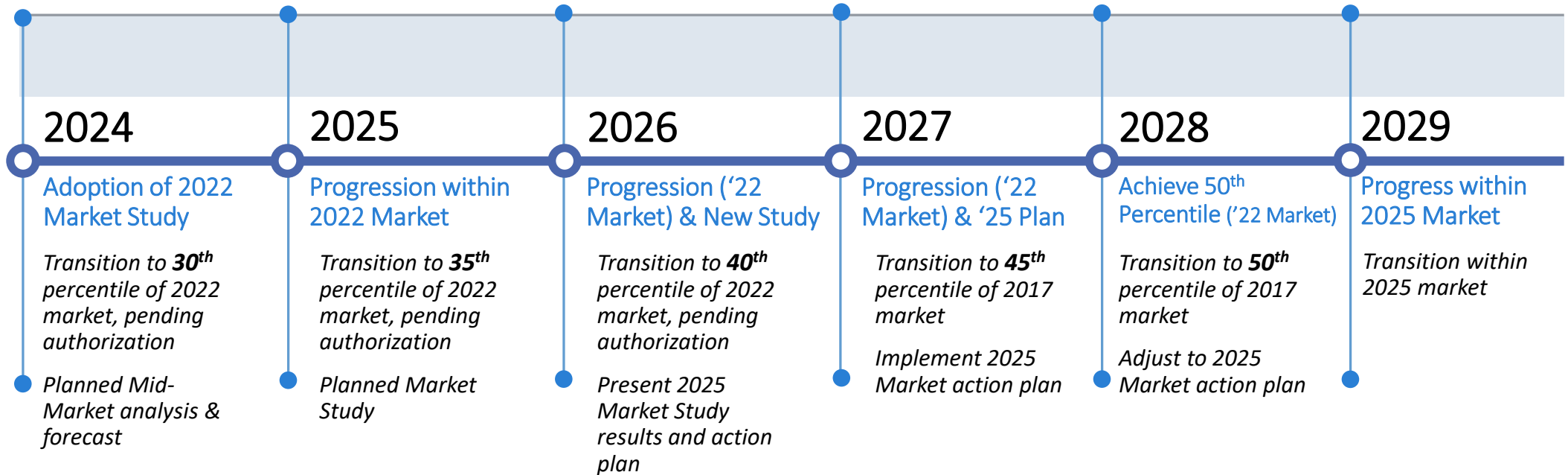


Restating Compensation Strategy & Goals

Market Results:



Proposed Compensation Strategy & Goals – 5 Year Plan



Restating Compensation Strategy & Goals

How much will it cost for Salary & Benefits?

Fiscal Year	Market Percentile	Estimated Cost
FY 24 (May - Sept)	30th	\$ 2,506,636
FY 25	35th	\$ 1,330,908
FY 26	40th	\$ 1,382,425
FY 27	45th	\$ 1,428,679
FY 28	50th	\$ 1,332,835
Total Estimated Cost		\$ 7,981,484

*Benefits calculated at 38%

**Estimated Cost projected at current FTE of 427

Funding Source?

Revenue Funded

Is Funding Available?

- FY 2024: Yes
- FY 2025: Yes. Transfer will be made from non-labor to labor.
- FY 2026 – FY 2028: To be budgeted within the fiscal years.

Effective Date of Transition?

May 2024



Restating Compensation Strategy & Goals

PROPOSED STRATEGIC GOALS

1. Perform **structural adjustments** annually to retain market positions, at minimum, with aim to gradually achieve market percentile goal of 50th percentile (2022 market) in 5 years by:
 1. Moving to 30th percentile in FY2024; and
 2. Progressing 5th percentile annually through 2029.
2. Conduct **market studies** every 2 years
3. Continue annual **Pay-For-Performance**
4. Provide tools/framework for General Manager to **address retention and/or recruitment** efforts for specific positions or position groups

The Pay-For-Performance program recognizes high-performing employees and promotes internal equity. Rewarding high-performing employees allows advancement through the pay scales based on performance, rather than mere longevity. The program encourages talent identification and development as a natural succession planning approach.

PFP should not be used as a substitute for regular structural adjustments. It is evident that applying annual PFPs did not assist GPA at retaining its market position between the 2017 and 2023 studies.

Current Authority Policy to be reviewed to adjust pay-for-performance adjustment from a 2-4% to a 3-5% adjustment.



Restating Compensation Strategy & Goals

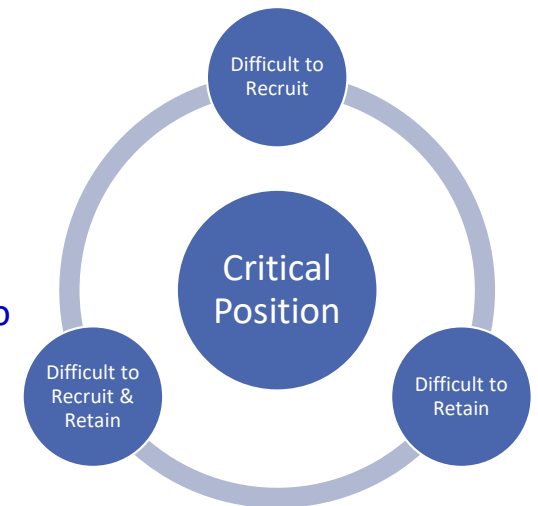
PROPOSED STRATEGIC GOALS

1. Perform **structural adjustments** annually to retain market positions, at minimum, with aim to gradually achieve market percentile goal of 50th percentile (2022 market) in 5 years by:
 1. Moving to 30th percentile in FY2024; and
 2. Progressing 5th percentile annually through 2029.
2. Conduct **market studies** every 2 years
3. Continue annual **Pay-For-Performance**
4. Provide tools/framework for General Manager to **address retention and/or recruitment** efforts for specific positions or position groups

Critical Positions, individual positions or job groupings, should be identified and reviewed by the Human Resources division and General Manager no later than Q4 of the current fiscal year, determined by market demand and other factors relevant to the Authority. The designation will be effective at the beginning of the subsequent fiscal year. Such designation provides the General Manager discretion to exercise specific pay authority proactively.

Example:

- Internal committee identify certain IT and SCADA positions as “critical positions” due to market demand, evident by attrition and exit interviews.
- GM may authorize a structural pay adjustment to higher percentile, not to exceed the 50th market percentile for pre-determined critical positions.



Summary

- GPA has made and continues to make incredible progress toward:
 - Consent Decree projects
 - Clean Energy Master Plan projects
 - Industry transformation
 - Process efficiencies (technical & operational)
 - Improvements (system upgrades)
 - Cost reductions (project fuel reductions, pursuing grants)
 - No rate increases since 2013
 - Maintaining core team of registered and licensed professional employees
 - Historic low FTE count
 - Resilient, determined progress toward goals despite huge challenges
- The creation and implementation of the initial CTP pay scale and market transition boosted GPA's ability to attract and retain top CTP employees.
- To maintain its current momentum and ensure proper succession, GPA must restore and retain its competitive edge as a local employer, including mitigating the threats of employee attrition.
- Policies allowing the General Manager discretion and flexibility are critical, to include the creation of a sustainable benefits program.
- The CCU has a vital role in determining caliber of employees GPA maintains.

