



CONSOLIDATED COMMISSION ON UTILITIES

Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagåtña, Guam 96932 | (671) 648-3002 | guamccu.org

GUAM POWER AUTHORITY WORK SESSION

CCU Conference Room
8:30 a.m., Thursday, April 18, 2024

AGENDA

1. **CALL TO ORDER**
2. **ISSUES FOR DECISION**
 - 2.1 [GPA Resolution No. FY2024-07 - Adoption of the 2022 Market Update and Implementation Plan for the Guam Power Authority](#)
3. **GM REPORT**
 - 3.1 [Engineering & Technical Services](#)
 - 3.2 [Administration](#)
 - 3.3 [Finance](#)
 - 3.4 Operations
4. **OTHER DISCUSSION**
 - 4.1 [Generation Capacity Update](#)
5. **ANNOUNCEMENTS**

Next CCU Meeting: April 24, 2024, Wednesday, CCU Regular Board Meeting 5:30 p.m.
6. **ADJOURNMENT**

GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project's objective and is it necessary and urgent?

The GPA is undergoing a rapid transformation from a traditional utility to a technologically advanced and modern organization. The entire workforce shares the responsibility of ensuring employee safety and security at all levels. Moreover, the Authority is actively integrating both established and emerging technologies into its services.

GPA has made significant progress in aligning with industry standards by incorporating renewable energy assets, implementing smart grid systems, deploying customer information systems (CIS), and launching energy storage projects. However, this digital transformation also introduces unique cyber and physical security challenges. To address these, continuous employee training across all utility units is essential to maintain the required technical skills and knowledge.

As GPA enhances its business processes and optimizes assets, the roles of employees have become increasingly critical to the organization's operations. Therefore, attracting, recruiting, and retaining highly skilled professionals is paramount for the organization's success.

In 2022, GPA engaged compensation consultant Alan Searle and Associates to conduct a comprehensive compensation review and update market data. This timing was opportune, considering various internal and external factors influencing GPA's competitive position in the local and national markets.

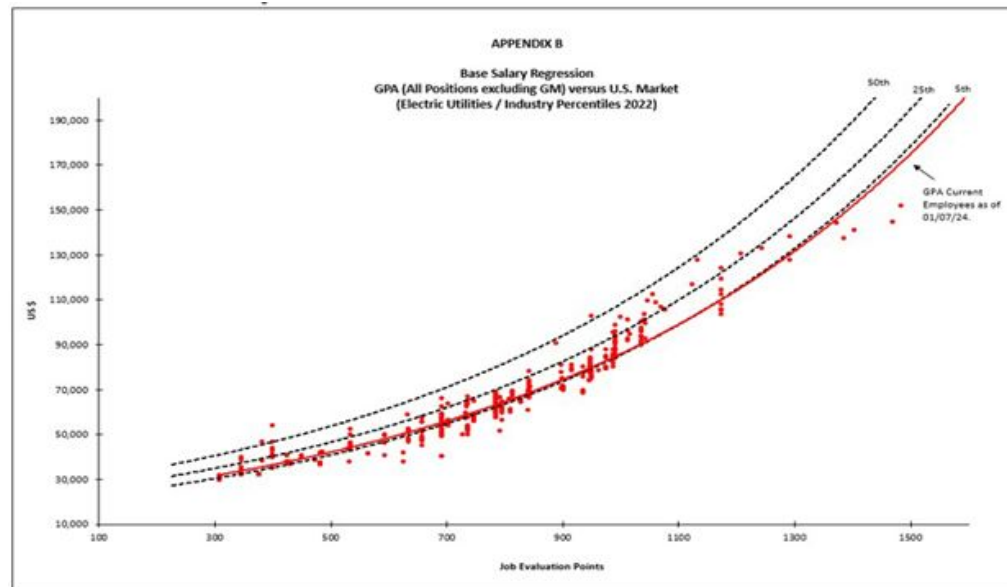


GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project's objective and is it necessary and urgent?

Despite annual pay performance adjustments and efforts to maintain external competitiveness, market trends continued to rise through 2022, placing GPA's base salary pay line for numerous positions below the 5th market percentile of the 2022 data. This disparity highlighted the challenges GPA faced in attracting and retaining CTP employees, especially in light of factors such as attrition, high retirement eligibility and competitive compensation offerings from local and federal entities.

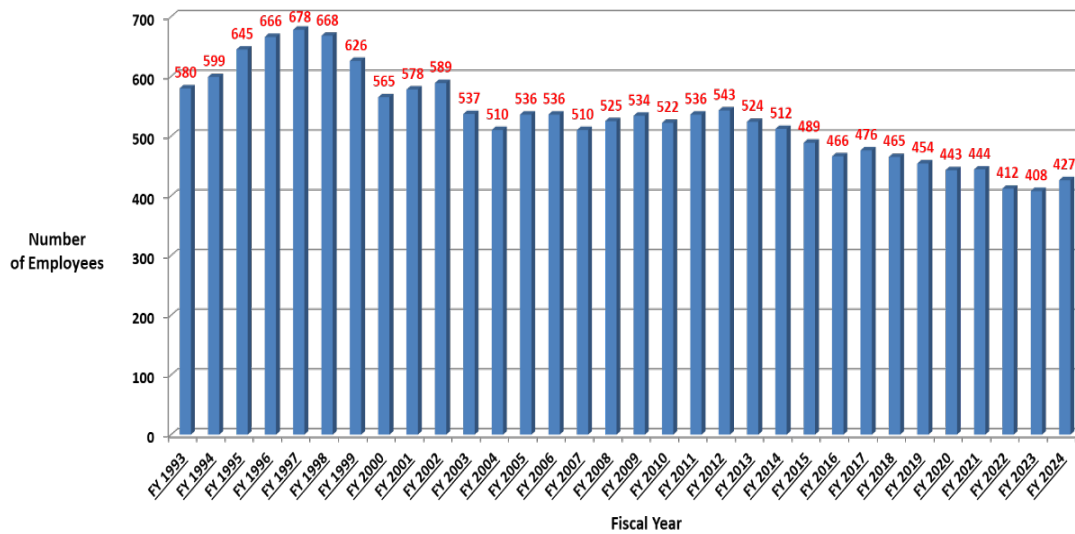


GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project’s objective and is it necessary and urgent?

Guam Power Authority Full Time Employment



GPA 5-Year Attrition Statistics

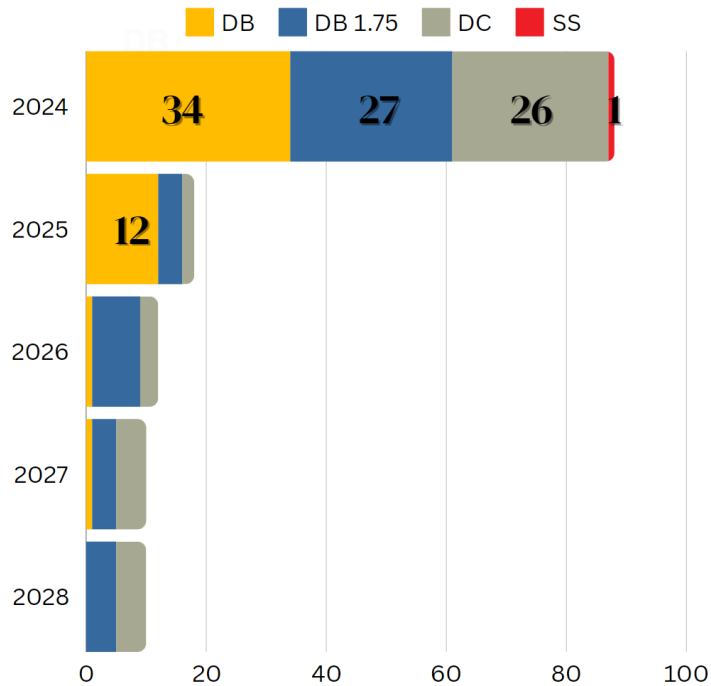
Reason	FY 2019	FY 2020	FY 2021	FY 2022	FY 2023	FY 2024	Total
Retirement	17	15	20	31	12	2	97
Fed/Contractor	4	1	-	2	5	1	13
Relocation Off-Island	2	1	1	1	4	-	9
Private Sector	-	1	-	1	5	1	8
Death	3	1	-	2	2	-	8
Other GovGuam	2	-	-	2	2	-	6
Adverse Action	1	1	1	1	1	-	5
Other	12	8	10	13	10	1	54
Total	41	28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



GPA Resolution No. FY2024-007

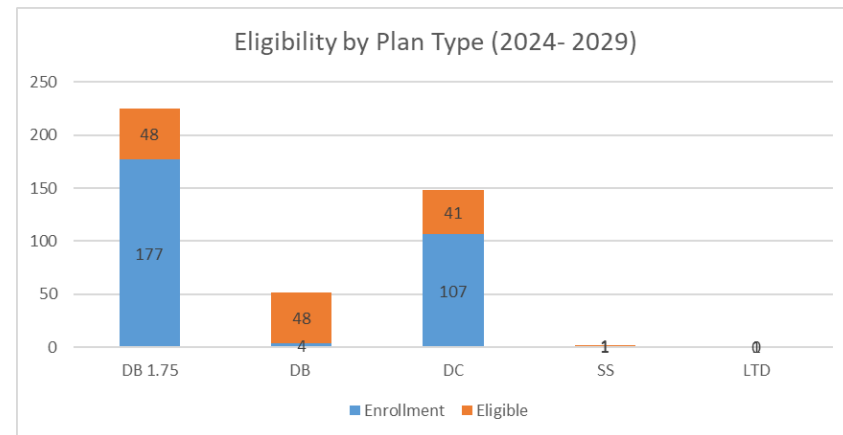
Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project's objective and is it necessary and urgent?



GPA 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
Total	48	48	41	1	138



GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project's objective and is it necessary and urgent?

The study suggests conducting regular market reviews and adjusting salaries accordingly until GPA employees reach the 50th percentile of prevailing electric utility market wages. It recommends using range maximums for salary migrations to move salaries closer to the midpoint, rather than using range minimums. Additionally, for difficult-to-fill positions, other strategies such as above-step recruitment and offering higher pay for professional certifications should be considered to attract and retain personnel.

Moreover, the public power sector in the United States is experiencing considerable wage pressure, as evidenced by the findings of the 2023 survey conducted by the American Public Power Association. Compensation rates across utilities of varying sizes are increasing at rates that exceed initial projections. According to the annual Public Power Utility Salary Survey Report by APPA, conducted from 2021 to 2023, there were substantial salary increases across the board: 7.0% for large utilities, 7.2% for medium-sized utilities, and 4.4% for small utilities. These survey results corroborate the findings of Alan Searle and informally explain the upward market trend within the industry.



GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

Current Efforts:

Active Educational and Career Outreach

- Elementary – High School
- Local Job Fair

Apprenticeship

- Partnership with Guam Community College and Department of Labor
- 2 current cycles on-going

Workforce internships

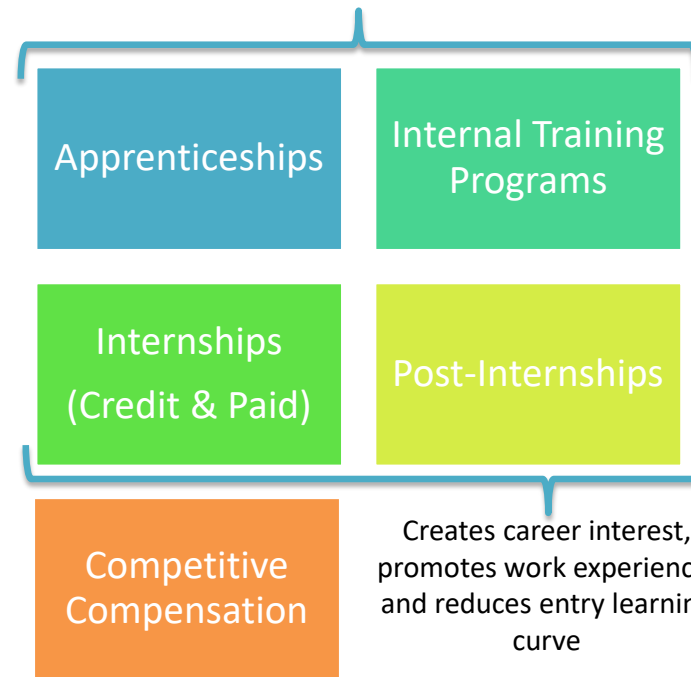
- Finance
- Engineering
- Cybersecurity
- Human Resources
- Other Public Administration & Business Administration Fields

MOU with University of Guam for Internships

- For Academic Credit
- Not for Academic Credit

Summer Youth Program Host Sponsorship In-House Generation Training Programs

Addresses applicant void by creating potential skilled, experienced applicant pool



GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

What is the project’s objective and is it necessary and urgent?

The Guam Power Authority is seeking approval for its strategic pay plan, aimed at gradually adjusting salaries over the next 5 years to reach up to the 50th market percentile (2022 Market Data). This adjustment is crucial to attract and retain certified, technical and professional employees required for the efficient operation of the island-wide power system. The proposed implementation schedule for GPA's annual structural pay adjustments is as follows:

Where is the location?

Not Applicable

How much will it cost?

The estimated cost for salary migration and 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

Note:

*Benefits calculated at 38%

**Estimated costing projected at current FTE of 427, utilizing proposed 2022 Job Evaluation (JE) Points.

***Average employee percent increase of employee projected at 14% increase.



GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

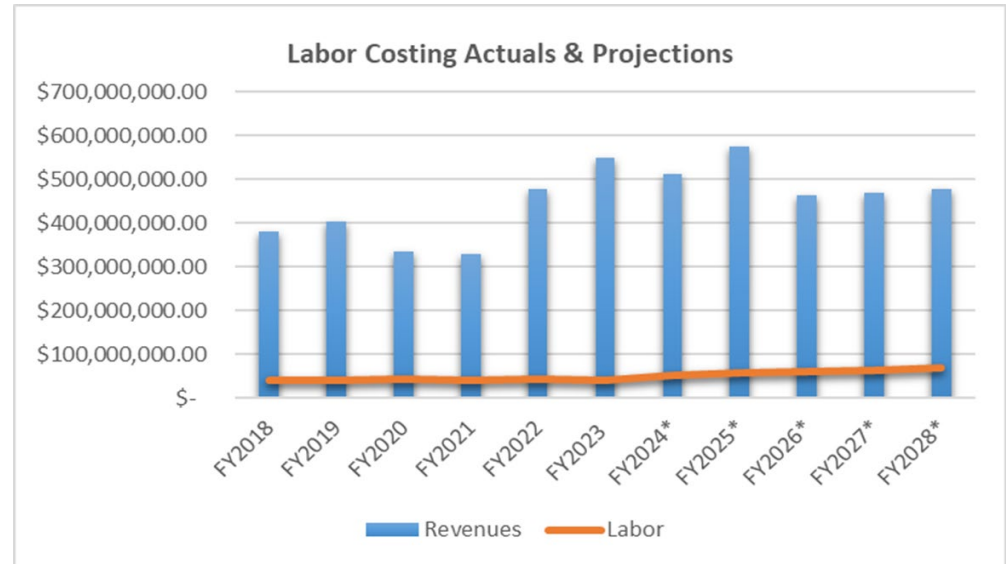
How much will it cost?

Labor Costing Actuals & Projections

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



GPA Resolution No. FY2024-007

Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

When will it be completed?

Structural adjustments will be processed beginning FY2024 through FY2028.

When will it be completed?

Structural pay adjustments will be revenue funded.

The RFP/BID responses (if applicable):

Not applicable





CONSOLIDATED COMMISSION ON UTILITIES

Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagåtña, Guam 96932 | (671) 648-3002 | guamccu.org

GPA RESOLUTION NO. FY2024-07

RELATIVE TO THE APPROVAL OF A UNIFIED STRATEGIC PAY SCALE AND ADOPTION OF 2022 MARKET UPDATE AND IMPLEMENTATION PLAN FOR GUAM POWER AUTHORITY

WHEREAS, the Guam Power Authority (GPA) is a Public Corporation of the Government of Guam; and

WHEREAS, Section 8104 (c), Chapter 8 of Title 12 of the Guam Code Annotated authorizes the Guam Power Authority to establish its internal organization and management and adopt regulations for the administration of its operations; and

WHEREAS, Public Law 28-159 authorizes the Guam Consolidated Commission on Utilities (CCU) to adopt rules and regulations governing the compensation of the Authority's Certified, Technical, and Professional (CTP) employees; as well as to approve, disapprove, or amend, the unified pay scale at any regularly scheduled meeting; and

WHEREAS, in 2022, Alan Searle and Associates conducted comprehensive market study of U.S. power utility salaries and pay scale in comparison to the Authority's current 2017 strategic pay scale. (See Exhibit A & Appendix A.) The study concluded that the Authority's current position at the 25th percentile of the 2017 market regressed to the 5th percentile of the 2022 market; and

WHEREAS, the 2022 market study recommends an adjustment and update of the existing pay scale to address obsolete pay grades and new grades to coincide with 2022 Market Data; and

WHEREAS, the Authority's competitive market position has eroded, evidenced by the difficulties attracting and retaining CTP employees, specifically for high-demand positions. The Authority's 5-year employment statistics show the second leading reason for employee attrition is similar positions with higher salaries. Competing on-island federal employment compensation

1 packages offer entry-level salaries and benefits considerably higher than the Authority's current
2 pay scale; and

3
4 **WHEREAS**, the Authority has expanded its overall recruitment efforts, including high
5 school outreach, internships and training programs to ensure a responsible succession plan in
6 anticipation of the retirement of 32% of its current employees within the next five (5) years; and

7
8 **WHEREAS**, the adoption and implementation of the 2022 strategic pay scale will bolster
9 GPA's ability to reduce attrition, retain its top-performing employees, attract employees with the
10 necessary knowledge, skills, and abilities to effectively plan, manage, and maintain the Island-
11 Wide Power System and safeguard its assets and customers (see Exhibit B, Appendix B12-B15);
12 and

13
14 **WHEREAS**, GPA requests approval of the 2022 market study and unified strategic pay
15 scale to restore the Authority's competitive market position. Upon implementation, GPA intends
16 to migrate to the 30th market percentile in Fiscal Year 2024 and to the next incremental percentile,
17 annually, through Fiscal Year 2028, based on the 2022 market data. GPA is committed to
18 maintaining the goal of being competitive and achieving a market position at the 50th market
19 percentile (2022 Market Data) by Fiscal Year 2028.

20
21 **NOW, THEREFORE, BE IT RESOLVED**, the Consolidated Commission on Utilities
22 do hereby approve the following:

- 23
24 1. The recitals set forth above hereby constitute the findings of the CCU.
25 2. To accept and approve the results and recommendations of the 2022 market
26 review update conducted by Alan Searle and Associates, including
27 implementation of a new and adjusted Strategic Pay Scale for all Certified,
28 Technical, and Professional (CTP) positions. (See Exhibit B, Appendix B12 -
29 B15).
30 3. The GPA General Manager to implement incremental structural pay adjustments
31 using the 2022 pay scale and market data to the 30th market percentile in
32 FY2024, and incrementally thereafter to reach the 50th market percentile by

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28
29
30
31
32

FY2028. The General Manager may determine the breadth and application of sub-steps to determine the implementation ranges.

- 4. The GPA General Manager may transfer monies from non-labor account to the labor account for the implantation of structural pay adjustment up to the 50th market percentile, within approved Fiscal Year Operations and Maintenance budgets, as necessary.

RESOLVED, that the Chairman of the Commission certifies and the Secretary of the Commission attests to the adoption of this Resolution.

DULY AND REGULARLY ADOPTED, this day of 24th of April, 2024.

Certified by:

Attested by:

JOSEPH T. DUENAS
Chairperson

PEDRO ROY MARTINEZ
Secretary

SECRETARY'S CERTIFICATE

I, **Pedro Roy Martinez**, Secretary of the Consolidated Commission on Utilities as evidenced by my signature above do hereby certify as follows:

The foregoing is a full, true and accurate copy of the resolution duly adopted at a regular meeting by the members of the Guam Consolidated Commission on Utilities, duly and legally held at a place properly noticed and advertised at which meeting a quorum was present and the members who were present voted as follows:

AYES: _____

NAYS: _____

ABSTAIN: _____

ABSENT: _____



GUAM POWER AUTHORITY

ATURIDÁT ILEKTRESEDÁT GUÅHAN
P.O.BOX 2977 • HAGÁTÑA, GUAM U.S.A. 96932-2977

NOTICE OF PETITION

The Guam Power Authority hereby petitions the Consolidated Commission on Utility the following:

PETITION TO APPROVE UNIFIED PAY SCALE AND TO ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN

This petition is in compliance with Public Law 28-159 and GPA Personnel Rules and Regulations, Rule 15.17. The petition also publicized in accordance with 5 GCA, Chapter 10, Art. 1 (Sunshine Law).

For more information, please visit the Guam Power Authority's website at <https://www.guampowerauthority.com/corporate/human-resources/petitions>. You may also contact Guam Power Authority's Human Resources Office at 671-648-3130.

Exhibit A1



GUAM POWER AUTHORITY

ATURIDÁT ILEKTRESEDÁT GUÅHAN
P.O.BOX 2977 • HAGÁTÑA, GUAM U.S.A. 96932-2977

PETITION TO APPROVE UNIFIED PAY SCALE AND TO ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN

I. REQUEST:

The General Manager of the Guam Power Authority (GPA) petitions the Consolidated Commission on Utilities (CCU) to approve Alan Searle & Associates 2022 Compensation Study and adopt the Unified Pay Scale and the Implementation Plan for all Certified, Technical and Professional positions for the Guam Power Authority.

II. AUTHORITY:

12 GCA CHAPTER 8

§8103. Continuation of Existence.

Guam Power Authority is continued in existence as a public corporation.

§8107. Governance of Authority.

All powers vested in the Authority, except as provided herein, shall be exercised by the Consolidated Commission on Utilities, as established in Chapter 79 of Title 12 of the Guam Code Annotated.

4 GCA CHAPTER 6

§6303 (d). Creation of Positions in the Autonomous Agencies and Public Corporations.

PUBLIC LAW 28-159

GPA Personnel Rules & Regulations. Section 7.00, Rule 7.03(c): Amendment of Certified, Technical, and Professional Positions.

GPA Personnel Rules & Regulations. Section 15.17, Compensation for Certified, Technical and Professional Employees.

III. SUMMARY

Established in 1968, the Guam Power Authority (GPA) operates as a public corporation and an autonomous instrumentality of the Government of Guam. Operating independently without government subsidies, GPA relies solely on revenues generated from rates as a publicly owned electric utility. GPA is the exclusive provider of electric generation, transmission, and distribution services throughout Guam.

Key physical attributes of the Authority include:

- 464 MW Gross Generation Capacity
- 1,821 Miles of combined Transmission and Distribution Lines
- 29 Substations

These distinctive features form an integral part of the island-wide power system (IWPS), ensuring the provision of electrical services to nearly 53,000 customers. The operation and maintenance

Exhibit A2

**PETITION TO APPROVE UNIFIED PAY SCALE AND TO
ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN**
Page 2 of 5

of this system involve the certified, technical and professional efforts of approximately 424 employees.

GPA is rapidly transitioning from a conventional utility to a more technologically advanced and modern utility. The entire organization bears the responsibility of ensuring the safety and preparedness of its employees whenever safety and security are compromised at any level. Furthermore, the Authority is actively incorporating both established and emerging technologies into all its service offerings.

GPA has made significant strides to align with current industry standards by integrating renewable energy generation assets, implementing a smart grid, incorporating a customer information system (CIS), and initiating energy storage projects. The digital transformation of the utility, while increasing the efficiency and reliability of utility services, also creates unique cyber and physical security threats faced by the Authority. The transformation requires enhanced, continuous employee training across all utility business units to ensure the necessary level of technical skills and knowledge.

As GPA works towards enhancing business processes and optimizing assets, the roles of all employees have become increasingly critical to the organization's operations. Therefore, the criticalness to attract, recruit, and retain highly certified, technical and professional employees is important to staff and operate the organization.

IV. COMPENSATION METHODOLOGY & BACKGROUND:

With the passing of Public Law 28-159, GPA was given the mandate to implement a new market based compensation model that would aid the attraction and retention of "Certified Technical and Professional" or CTP personnel. The law was a result of concerns that the Authority was losing highly skilled personnel due to the fact that then current salaries and compensation were not sufficient to attract and retain such personnel.

Through the RFP process, GPA in 2005 engaged the consulting services of Alan Searle & Associates to undertake the above compensation study. This was an extensive project involving three stages as follows:

The first stage of the study focused on job evaluation which involved applying a structured methodology of twelve (12) individual factors to assess all CTP positions. Each factor derived a point value with their sum representing the "total point" value of the position. The process was important as it re-established the internal equity of all positions based on job size. An exponential regression analysis was then undertaken to determine GPA's base salary pay line. This step was also important in that the resulting base salary pay line could eventually be compared to the market percentiles identified in Stage Two.

The second stage involved gathering external pay data on all CTP positions. The target market was the U.S. power industry and extensive data was gathered from a number of sources, including the APPA (American Public Power Association), U.S. Bureau of Labor Statistics (BLS), U.S. Department of Labor (DOL), U.S. Federal Government/Civil Service, U.S. military, web based compensation companies, U.S. utility recruitment companies and U.S. utility company websites. The resulting

Exhibit A3

**PETITION TO APPROVE UNIFIED PAY SCALE AND TO
ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN**
Page 3 of 5

data was analyzed and presented as market percentiles (5th through to the 95th) with the 50th market percentile being the market average. A second exponential regression analysis was then undertaken to compare GPA's base salary pay line against the market percentiles as gathered in 2008.

The results validated GPA's market vulnerability as the base salary pay line (for a large number of CTP positions) was clearly below the 5th market percentile. This was an exceptionally low position and validated the ongoing difficulties GPA had been experiencing in being able to attract and retain CTP employees. The situation at the time was further exacerbated by Government Guam policy (Hay methodology) that stipulated that employees on Step 10 and above receive a 3.5% increment (based on satisfactory performance) once every two (2) years. On an annualized basis this was clearly below the CPI (Consumer Price Index).

With the passing of Resolution 01-FY2008 the CCU approved a transition period (beginning in fiscal year 2008) to migrate all CTP positions to a more competitive position in the market. The CCU resolution approved a five-year compensation transition plan using the 5th, 15th, 25th, 35th and 50th market percentiles as targets for FY2008 through FY2012.

The third stage of the review focused on implementation and the transition of all CTP employees into the new compensation model. The new salary schedule has twenty-six (26) alphabetical grades each with twenty (20) numeric steps. An additional feature was the introduction of four (4) sub-steps per step which amounts to eighty sub-steps in total. Each sub-step increases base salary by 1% and was introduced to allow a performance range for GPA to ultimately pay for performance.

In 2017, GPA again engaged with compensation consultant Alan Searle and Associates for another compensation study to obtain updated market data. The market study revealed that while the CCU addressed the compensation transition plan beginning in 2008, GPA's compensation continued to lag behind the market. The 2017 market study found that GPA compensation was at the 15th percentile, clearly not at or near the 50th market percentile, the stated goal of CCU Resolution 01-FY2008. The CCU thus adopted GPA Resolutions 2017-038 & 2021-23, approving a transition up to the 25th percentile and a new corresponding pay scale. The planned migration to the 50th market percentile was to ensure that GPA's compensation model remains externally competitive thus continuing to attract, recruit, and retain highly certified, technical and professional employees. GPA transitioned to the 20th percentile in January 2018 and progressed to the 25th percentile in June 2023 without an impact to the base rate or jeopardizing the utility's financial solvency.

V. CURRENT REVIEW (2022)

GPA enlisted the services of compensation consultant Alan Searle and Associates for a comprehensive compensation review to furnish updated market data for 2022. The timing of this review proved to be opportune for the Authority, considering several internal and external factors that influence our competitive position in the local and nationwide market. These factors include:

1. Compensation position within the local community:
 - a. Government of Guam implementation of 22% pay increase: On January 31, 2023, the Governor of Guam sanctioned the update to the General Pay Plan, resulting in a uniform twenty-two percent pay increase for all general pay plan employees,

Exhibit A4

**PETITION TO APPROVE UNIFIED PAY SCALE AND TO
ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN**
Page 4 of 5

regardless of their years of service or performance. Certain positions ended up with base pay close to or higher than that of GPA positions.

- b. Federal positions and benefit packages: The recent military build-up on Guam has altered the Authority's market position, particularly in the demand for highly skilled positions. The Authority has witnessed attrition, including the departure of crucial roles within Engineering, Information Technology, and Generation to the Federal Government. Employees contemplating separation are taking into account various added incentives, including comprehensive compensation packages that feature Cost of Living Allowance (COLA), competitive retirement and health insurance offerings, military shopping privileges, and more.
2. Evolution of GPA CTP positions and the internal/external demand.
 - a. The majority of Certified, Technical, and Professional Position job standards were established in the 1980s to the early 2000's, presenting challenges for the Authority in maintaining and updating utility-centric specifications. As the industry and the organization evolve, there is a growing need for additional knowledge, skills, and abilities specific to a modern utility organization. The existing specifications do not adequately address contemporary duties and responsibilities, nor do they reflect the skill sets and standards required to provide services to ratepayers. These evolving duties and responsibilities play a crucial role in the ongoing job evaluation of critical positions, considering both internal and external demand. The Authority is actively engaged in an ongoing project to review and address these issues.
 - b. Meeting the internal and external demand for critical utility-centric positions has proven to be a challenge for the Authority, particularly in sourcing certified, technical, and professional workers within a constrained applicant pool. This challenge is most pronounced in areas such as power generation, transmission and distribution personnel, electric power dispatchers, engineers, and information technology specialists. The modernization of technology and the corresponding skill sets required have resulted in a shortage of qualified applicants to fill these skilled positions.

VI. INDUSTRY CONSULTANT OBSERVATIONS & RECOMMENDATIONS

On October 24, 2023, Alan Searle & Associates presented the compensation study findings to the CCU at a special public meeting. The consultant emphasized that GPA's target compensation model must beat the most competitive percentile of the current market within GPA's financial ability. Whilst any increase in market position obviously comes at a cost this must be weighed against the Authority's ability to attract and retain competent employees. (See Appendix A.)

GPA's market position in 2017 was vulnerable with a large number of employees who were around the 15th market percentile. Even with efforts for GPA's compensation model to remain externally competitive, the market has unfortunately continued to move upward over the period through 2022. Market results validated GPA's market vulnerability as the base salary pay line (for a large number of CTP positions) was clearly below the 5th market percentile. (See Appendix B.) This was an exceptionally low position and validated the ongoing difficulties GPA had been

DocuSign Envelope ID: 804C2352-6822-42C3-823C-E565523ABDC6

**PETITION TO APPROVE UNIFIED PAY SCALE AND TO
ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN**
Page 5 of 5

experiencing in being able to attract and retain CTP employees.

Having determined GPA’s current market position (relative to the 2022 market data), Alan Searle & Associates has prepared cost options aimed at migrating GPA to a more competitive market position. The migrating options are for the 20th, 25th, and 30th percentiles, cost permitting.

In undertaking the above cost analysis, it was also recommended to adopt an updated pay schedule. With the current pay schedule now 5 years old, an updated pay schedule is needed to address employees who are approaching or have exceeded step 20, sub-step D. (See Appendix C & D.)

VII. RECOMMENDATION:


1. Accept and approve the results and recommendations of the 2022 market review update conducted by Alan Searle and Associates, including implementation of a new and adjusted Strategic Pay Scale for all Certified, Technical, and Professional (CTP) positions.
2. Authorize the GPA General Manager to implement structural pay adjustments, incrementally, to the 30th market percentile, and to the next incremental percentile in Fiscal Year 2025, based on the 2022 market data. The General Manager may determine the breadth and application of sub-steps to determine the implementation range for positions based on affordability, with the eventual target being the 50th market percentile of the current market.
3. The General Manager is authorized to transfer \$2.3 million from non-labor account to the personnel account to implement the migration to the 30th percentile based on the 2022 market data. The overall FY24 Operations and Maintenance budget will remain the same.

 1/3/2024
JON-REY P. AGUIGUI

Personnel Services Administrator

 1/3/2024
BEATRICE P. LIMTIACO

Assistant General Manager, Administration

for:  1/3/2024
JOHN M. BENAVENTE, P.E.
General Manager

//Attachments

Exhibit A6

CONSOLIDATED COMMISSION ON UTILITIES



Presentation to CCU - 24th October, 2023



APPENDIX A1



ALAN SEARLE & ASSOCIATES

GPA - Guam Power Authority

GWA - Guam Waterworks Authority

GIAA - Guam International Airport Authority

PAG - Port Authority of Guam *

GCC - Guam Community College

UOG - University of Guam

GVB - Guam Visitors Bureau



COMPENSATION MODEL

What are the critical components ?





COMPENSATION MODEL

What are the critical components ?

- A. Internal Equity
- B. External Equity



COMPENSATION MODEL

What are the critical components ?

- A. Internal Equity - *internally equitable*
- B. External Equity - *externally competitive*



COMPENSATION MODEL

What are the critical components ?

A. Internal Equity	80%	} Gov. Guam
B. External Equity	20%	



COMPENSATION MODEL


What are the critical components ?

A. Internal Equity	20%	} A.S & Assoc
B. External Equity	80%	



COMPENSATION MODEL

What are the critical components ?

- A. Internal Equity 20%
 - B. External Equity 80%
 - C. Pay Schedule / Implementation Ranges
- Regression Analysis
- 

STRUCTURED & TRANSPARENT



COMPENSATION MODEL

A. Internal Equity





JOB EVALUATION

Criteria - 12 Factors

1	Education	7	Work Environment
2	Experience	8	Physical Demands
3	Complexity	9	Discretionary Decisions
4	Scope of Work	10	Contacts
5	Problem Solving	11	Authority Exercised
6	Supervision Received	12	Supervisory Responsibility



JOB EVALUATION

Results

GPA - 260 positions

- Range 225 to 1854 points (Av. 758)

GWA - 216 positions

- Range 223 to 1854 points (Av. 768)



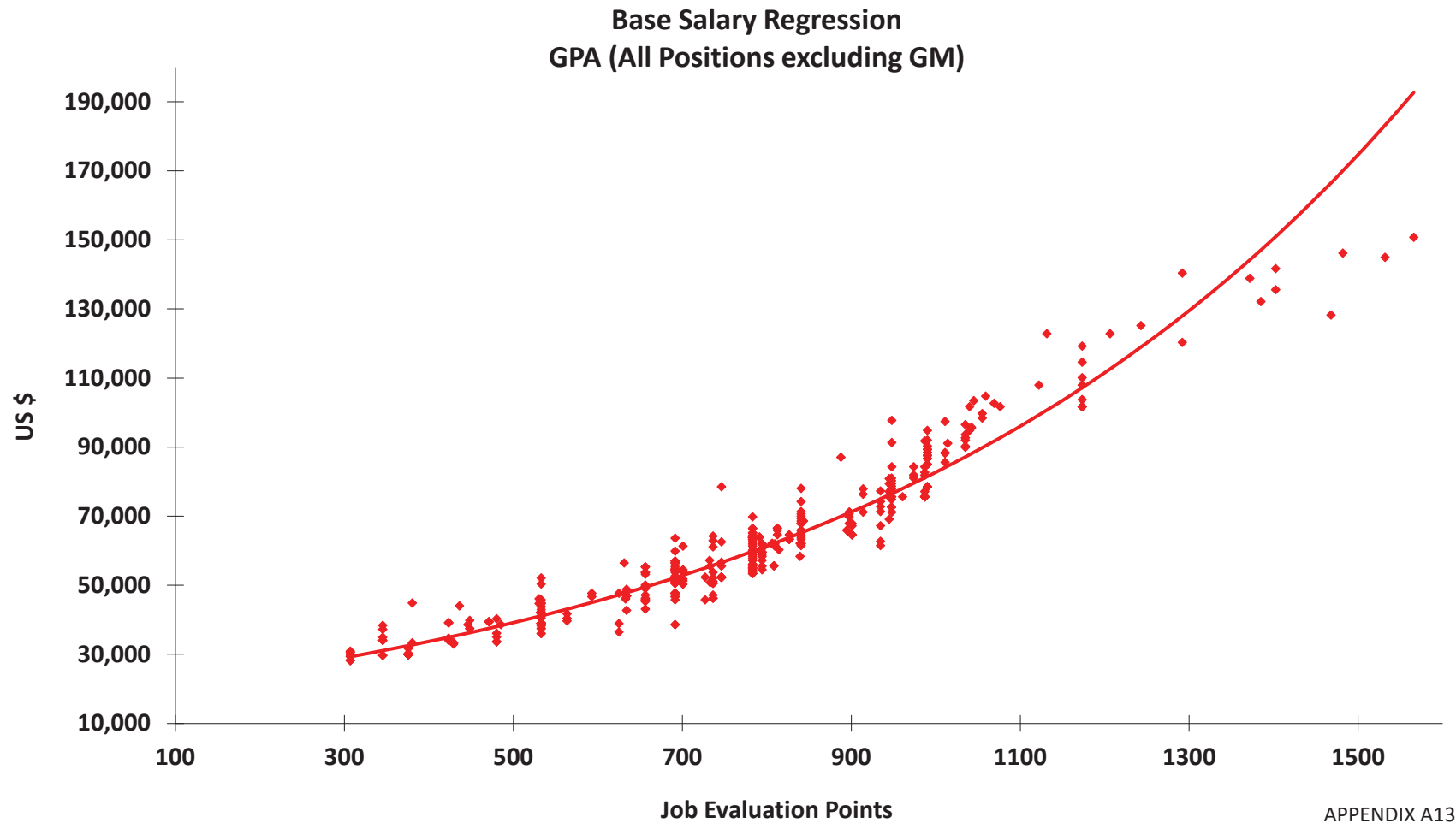
COMPENSATION MODEL

Regression Analysis - Internal





REGRESSION ANALYSIS - GPA



APPENDIX A13



REGRESSION ANALYSIS - GWA



APPENDIX A14



COMPENSATION MODEL

B. External Equity





MARKET DATA SOURCES

U.S. Mainland

1. American Public Power Association
2. American Water Works Association
3. U.S. Bureau of Labor Statistics
4. U.S. Department of Labor



MARKET DATA SOURCES

U.S. Mainland

5. U.S. Federal Government
6. Web Based Compensation Data
7. U.S. Utility Recruitment Companies
8. U.S. Utility Company Websites



MARKET DATA - Results

Appendix A : Pages 1 - 10 (Handout)

- Market Percentiles (5th - 95th)
- GPA - 260 positions
- GWA - 216 positions
- Data Includes Unclassified Positions



COMPENSATION MODEL

Regression Analysis - Int. + Ext.





REGRESSION ANALYSIS

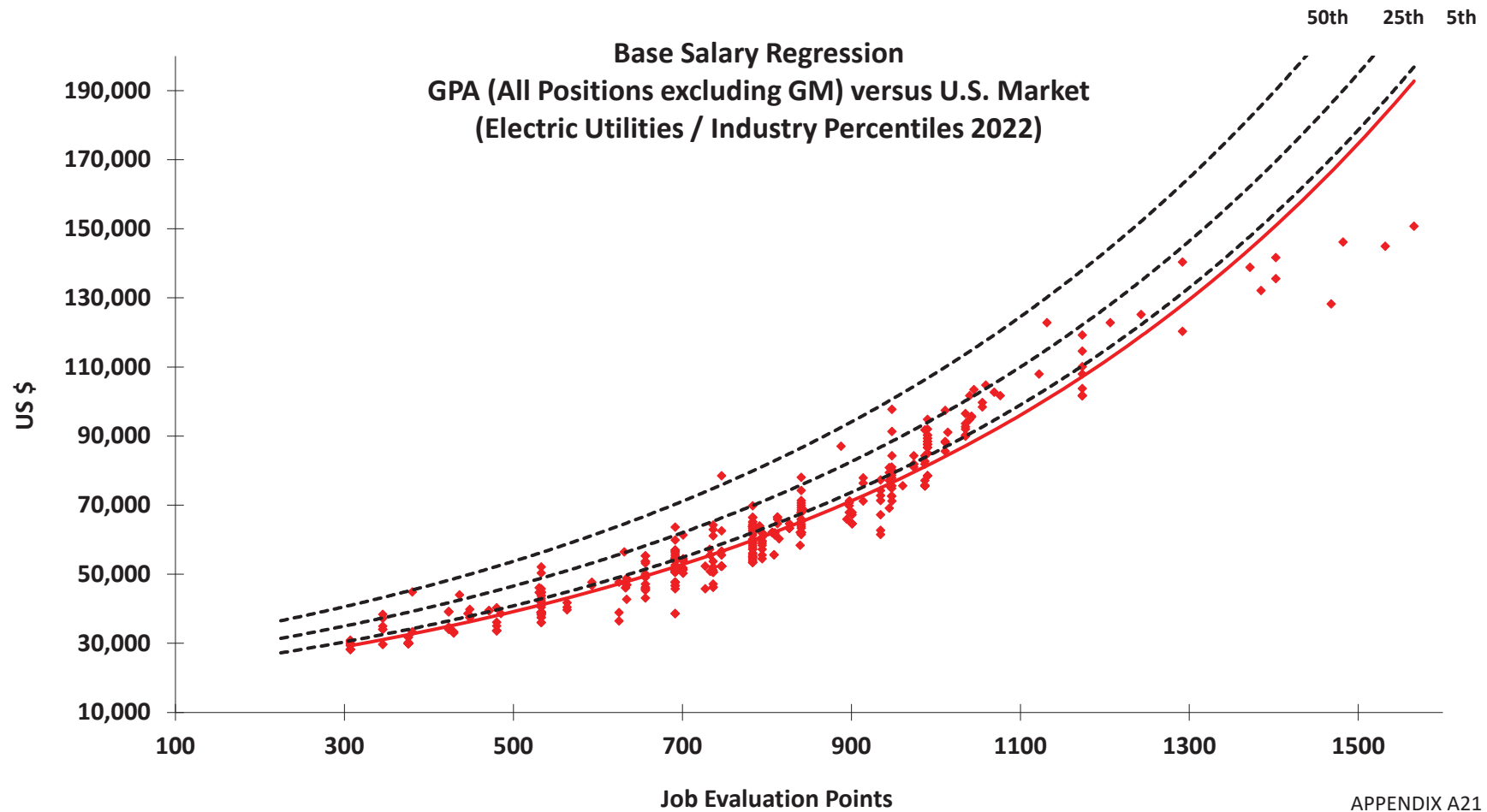
Appendix B : Page 11 (Handout)

- All positions (excluding GM's)
- Both utilities approximate the 5th market percentile (2022 market data)
- Exponential regression line (average)



REGRESSION ANALYSIS - GPA

APPENDIX B

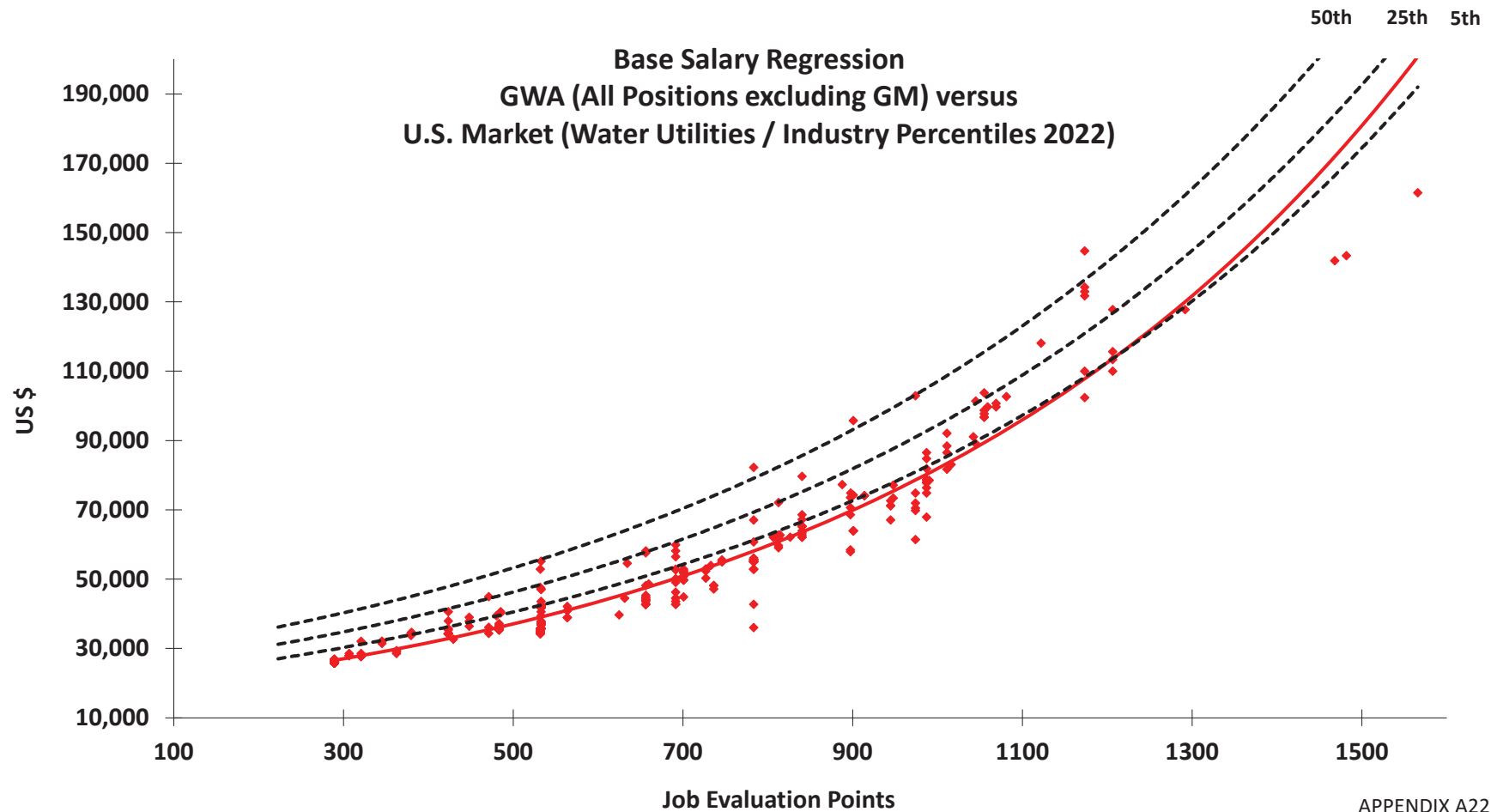


APPENDIX A21



REGRESSION ANALYSIS - GWA

APPENDIX B



APPENDIX A22



**Before examining the cost
results the following are
seven factors impacting
GPA & GWA's
current market position
(5th market percentile / 2022)**



1. MARKET REVIEWS

I cannot over emphasize the importance of conducting regular market reviews in order to confirm and monitor market Position

Appendix A : Pages 1 - 10 (Handout)



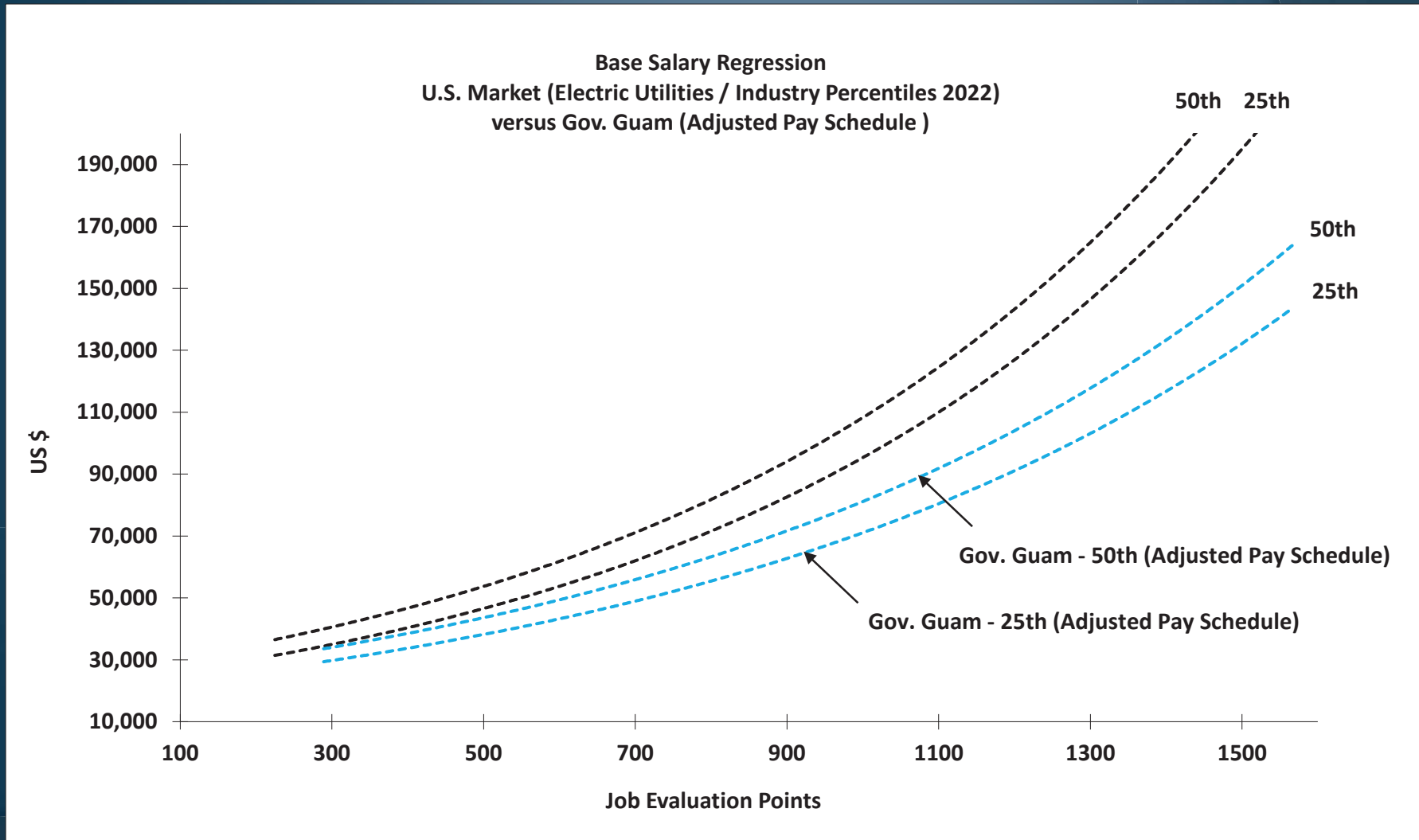
The Basic Premise :

“you cannot make strategic decisions on pay unless you know your true market position”

c.f. Gov. Guam - 22% increase



REG. - Utilities v's Gov. Guam





2. U.S. INFLATION

The current rate of inflation in the U.S. (the highest in 40 years) is exceeding salary growth

DocuSign Envelope ID: 804C2352-6822-42C3-823C-E565523ABDC6



U.S. Inflation Rates : 2008 - 2022

September 2023 - 3.7%



APPENDIX A28



3. INDUSTRY SALARY TRENDS

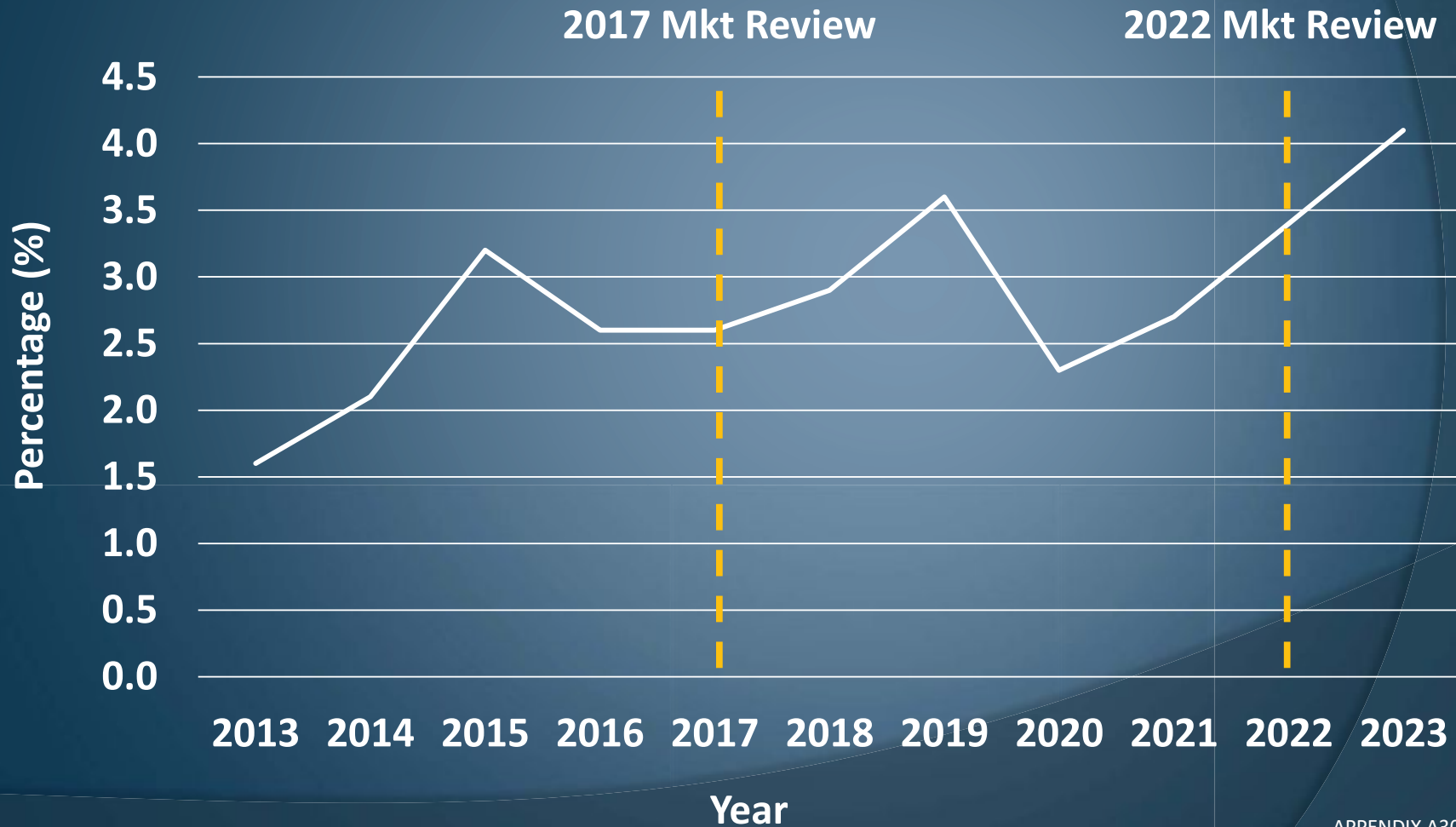
National salary growth within the U.S. is approximately 3% annually (average)

Salary growth within the utilities industry is currently trending in excess of 3% annually



BLS - Change in Total Compensation

Utilities : 2013 - 2023





4. METHODOLOGY (Imp. Range Comparator)

For each cost option an implementation range is generated for every position. In comparing salaries we have historically used the range minimum value as the comparator.



e.g. Line Electrician II

Grade I (15th Market Percentile)

	6				7	
D	A	B	C	D	A	B
44,483	44,927	45,377	45,830	46,289	46,752	47,219



e.g. Line Electrician II

Grade I (15th Market Percentile)

	6				7	
D	A	B	C	D	A	B
44,483	44,927	45,377	45,830	46,289	46,752	47,219



Range Minimum



Range Maximum



e.g. Line Electrician II

Grade I (15th Market Percentile)

	6				7	
D	A	B	C	D	A	B
44,483	44,927	45,377	45,830	46,289	46,752	47,219

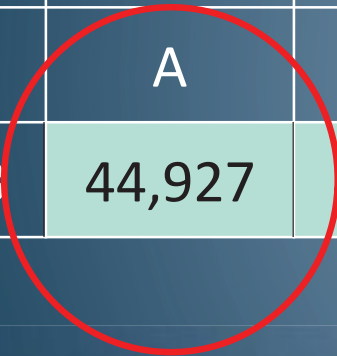
Comparator Value (Costings Historically)



e.g. Line Electrician II

Grade I (15th Market Percentile)

	6				7	
D	A	B	C	D	A	B
44,483	44,927	45,377	45,830	46,289	46,752	47,219



True 15th Market Percentile Value



Recent History :

Market review conducted in 2017

2017 - migrated to 15th mkt percentile

2020 - migrated to 20th mkt percentile



Recent History :

Market review conducted in 2017

2017 - migrated to ~~15th~~ (10th) mkt percentile

2020 - migrated to ~~20th~~ (15th) mkt percentile



Current Costing / Moving Forward



	7				8	
D	A	B	C	D	A	B
46,289	46,752	47,219	47,691	48,168	48,650	49,136



Range Minimum
True Market
Percentile Value



Range Maximum



5. COMPETITIVE RECRUITMENT

Recruitment (for selected positions) is becoming increasingly competitive e.g. Engineering, IT, Scada, technical position etc



NAVFAC - Guam

Base Salary (hires from U.S. mainland)

12.62 % - COLA (tax free)

15.95% - Locality Pay (taxable)

12.38% - Non Foreign Post Diff. (taxable)

"Show me the Money"



How do we counter this ?

One option is migrating to a higher market percentile (which is what this review is about) but there are also other options worth exploring :



How do we counter this ?

One option is migrating to a higher market percentile (which is what this review is about) but there are also other options worth exploring :

1. Above Step Recruitment
2. Migrating selected positional groups



1. Above Step Recruitment

We may need to re-examine the wording of this policy, but the tool nonetheless, is there to be used by each General Manager re : hard to fill positions

Note : Use Appendix B to explore options

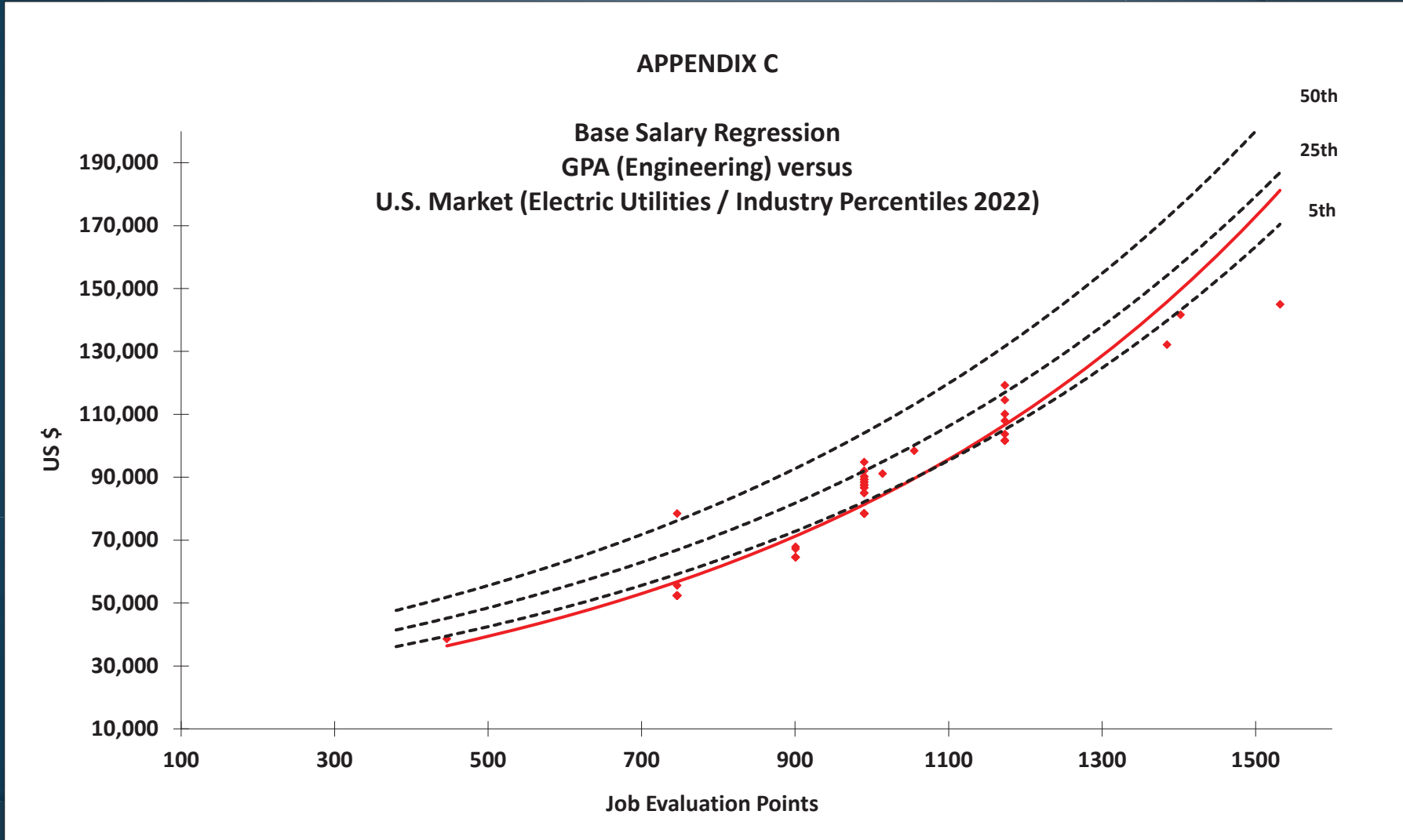


2. Migrating selected positional groups

Where a selected positional group is under pressure re : attraction & retention the option is there for that group to be positioned at a higher market percentile



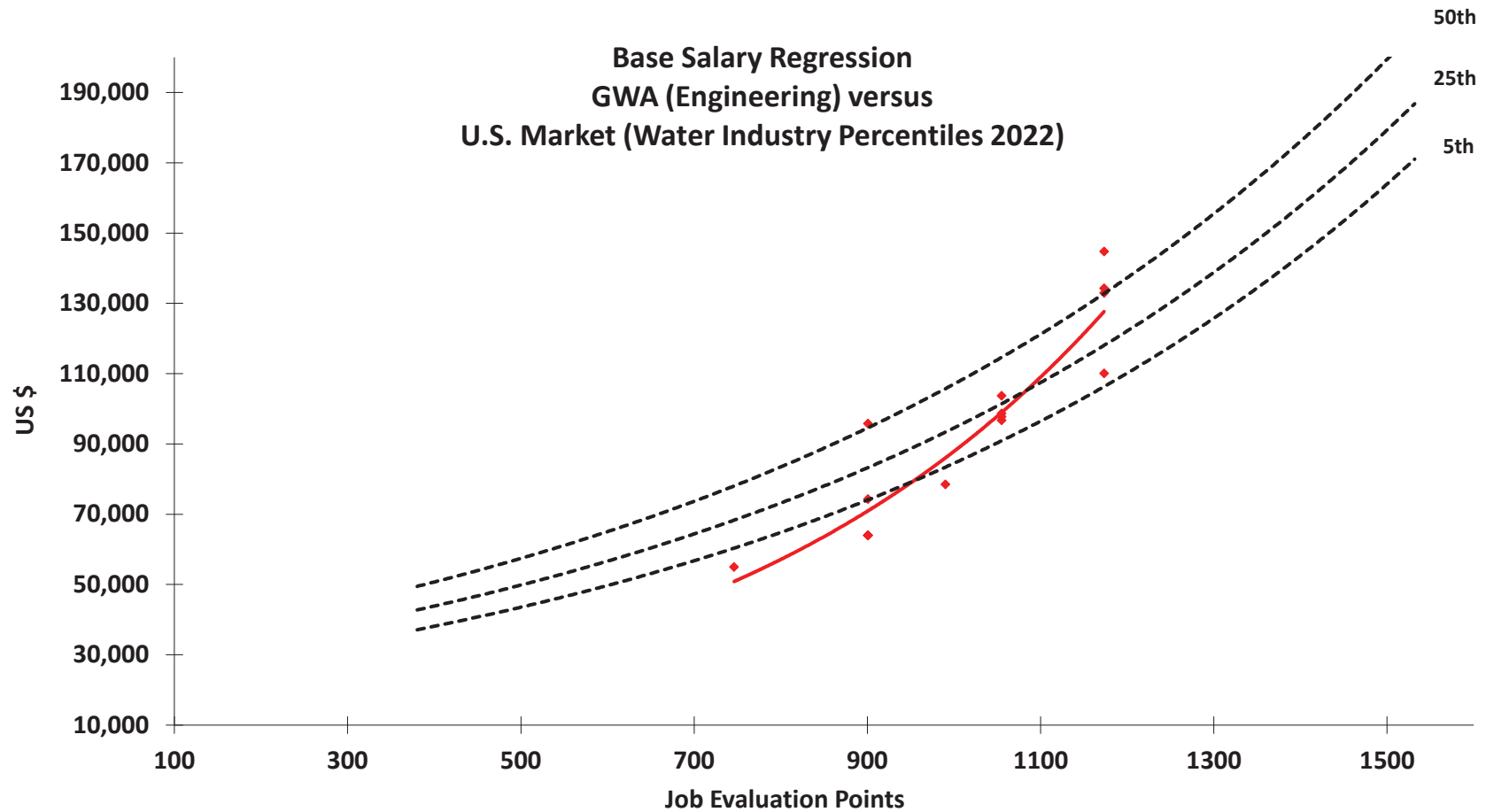
REGRESSION - GPA Engineering





REGRESSION - GWA Engineering

APPENDIX C





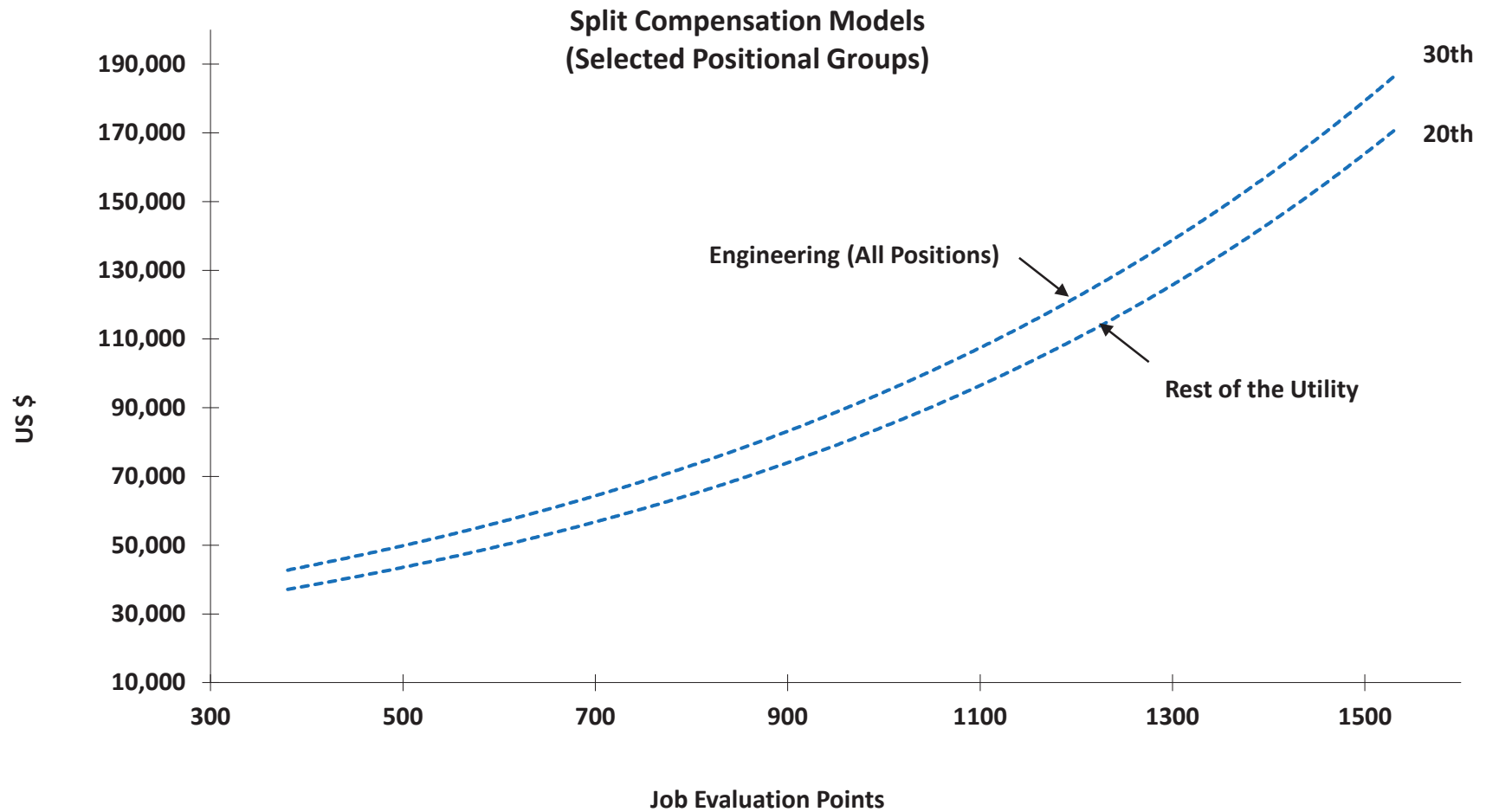
Action :

As an option we could migrate e.g. Engineering (and/or any other vulnerable positional group) to a higher market percentile

Note : Use Appendix B to explore options



Split Compensation Models





6. REWARDING QUALIFICATIONS

Recognition and reward for certified, technical and professional qualifications

Both GPA / GWA are vulnerable to the dynamics of a changing workforce

i.e. older / retiring staff perhaps unwilling to learn / acquire new skills etc



Example :

The first challenge is to identify the key qualifications of all CTP positions

Once completed the CTP position could have both a range minimum value plus a differential sub-step value in recognition of the qualification



e.g. Engineer Supervisor

	3				4	
D	A	B	C	D	A	B
118,330	119,513	120,709	121,916	123,135	124,366	125,610



Range Min



Range Min

		5				6
C	D	A	B	C	D	A
126,866	128,135	129,416	130,710	132,017	133,337	134,671



PE Qualification



7. TARGET MARKET PERCENTILE

It makes sense that the base salary target (for all positions) should be the 50th market percentile c.f. U.S. Utilities Market

Note : the 50th market percentile represents the market average



Strategy (Prevailing Market) :

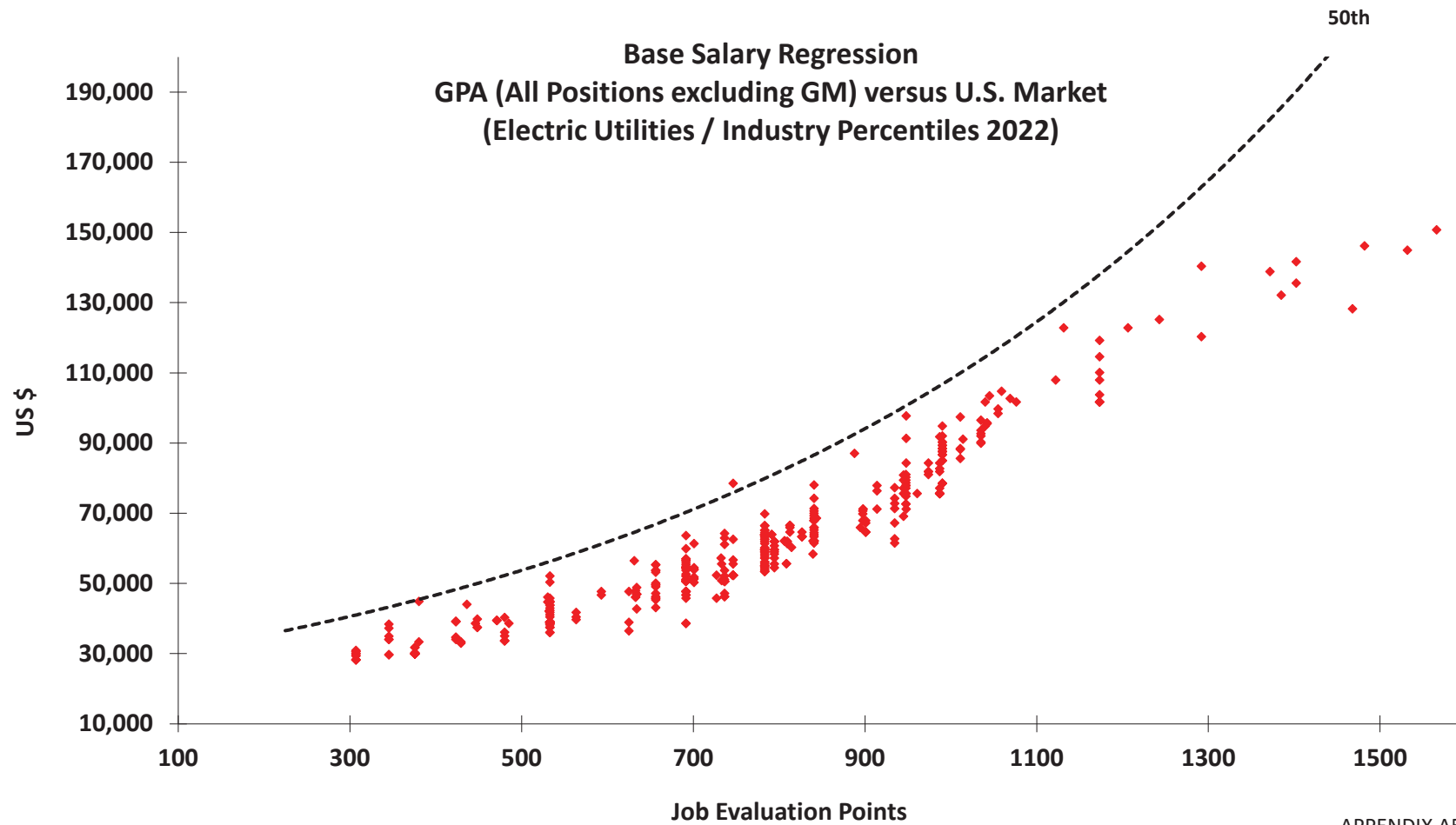
For employees < 50th increments would continue to added to base salary

For employees > 50th increments could be paid out as a lump sum payment as opposed to the amount being added to base salary
(Note : until market catches up)



REGRESSION ANALYSIS - GPA

APPENDIX B

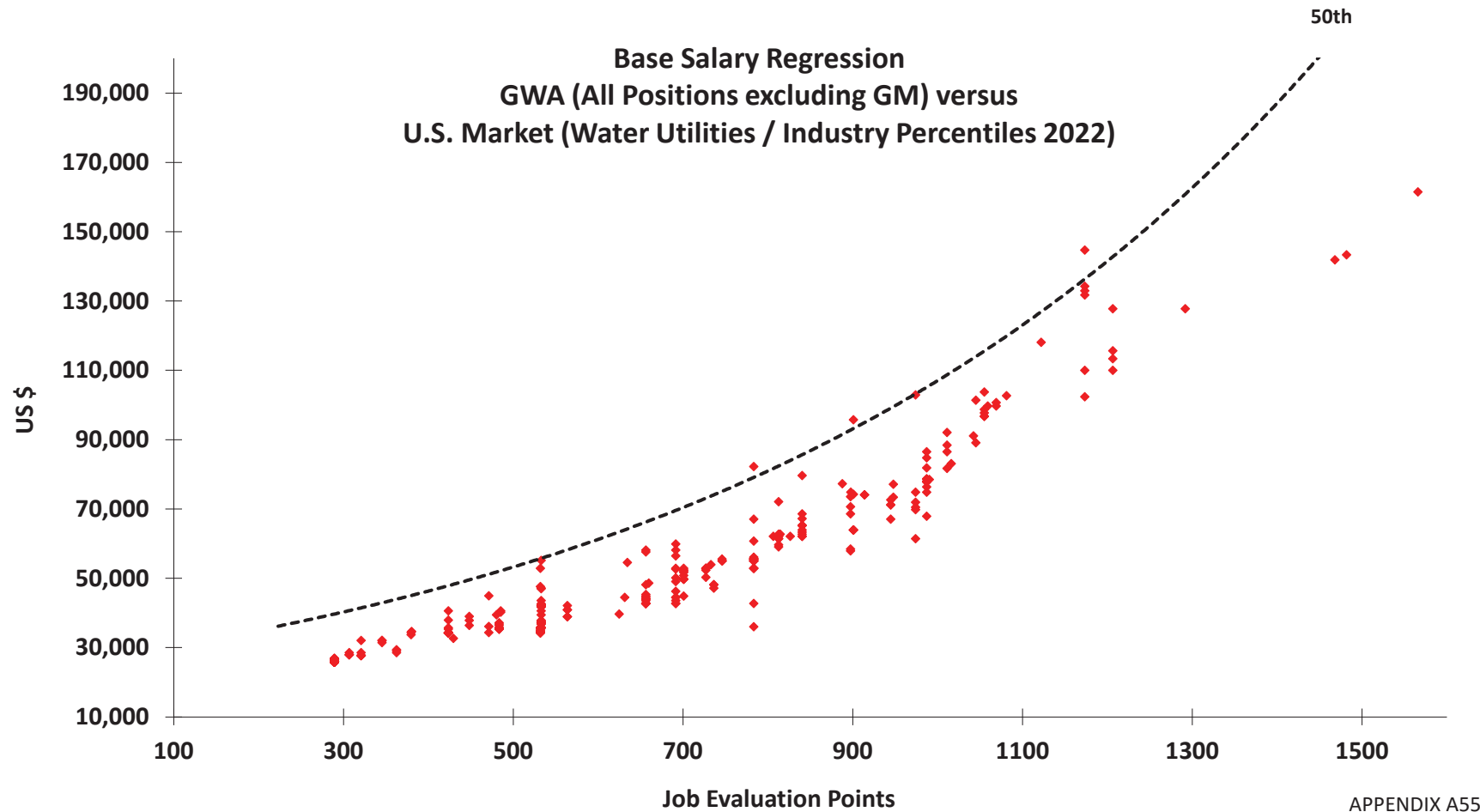


APPENDIX A54



REGRESSION ANALYSIS - GWA

APPENDIX B



APPENDIX A55

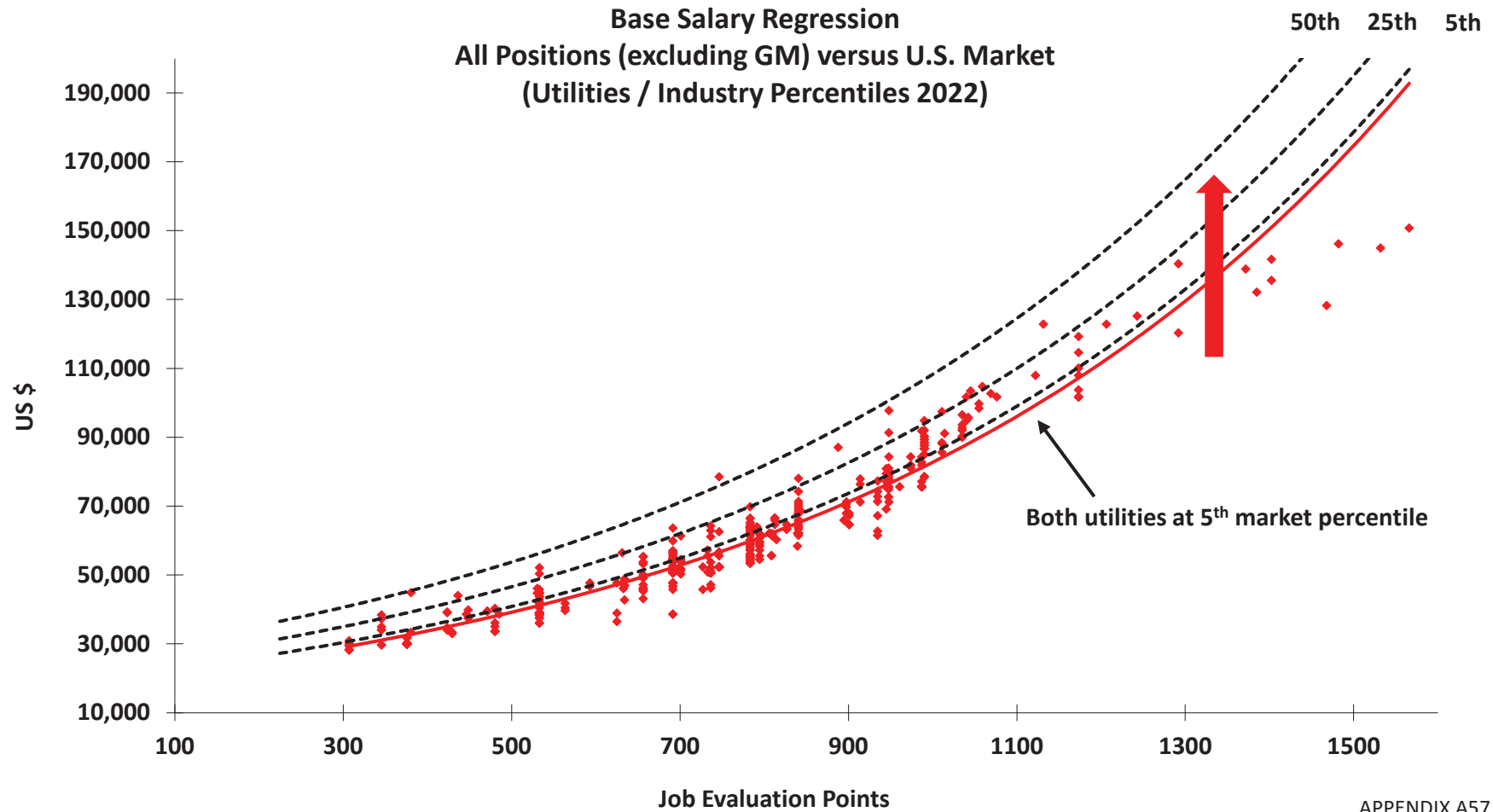


GPA / GWA - COST RESULTS





STRUCTURAL ADJUSTMENT





GPA / GWA - COST RESULTS

- We examined five (5) cost options : migrating both utilities to the : 10th, 15th, 20th, 25th & 30th market percentiles
- Results based on 2022 market data
- We understand both utilities are on a two (2) year budget cycle with \$2m per annum being set aside for structural adjustments in base salary



GPA / GWA - COST RESULTS

- Each cost result (in the handout) is based on migrating the utility from the current staffing pattern
- Additional cost results are presented in the following slides but are contingent on PFP being paid annually

GPA Cost Results - Two Options





GPA - Cost Summary

Option 1	F/Y24	1,797,804	20 th
	F/Y25	949,818	30 th
	TOTAL	\$ 2,747,622	

Option 2	F/Y24	2,525,622	25 th
	F/Y25	212,411	30 th
	TOTAL	\$ 2,738,033	



GPA Implementation - Option 1

F/Y24 - Migrate to 20th after F/Y23 PFP is paid (Jan 2024)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 20th	331	80.3	1,764,480
Current Emp. > 20th	81	19.7	33,324
	412	100.0	1,797,804

F/Y25 - Migrate to 30th after F/Y24 PFP is paid (Jan 2025)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 30th	365	88.6	949,818
Current Emp. > 30th	47	11.4	N/A
	412	100.0	949,818



GPA Implementation - Option 2

F/Y24 - Migrate to 25th after F/Y23 PFP is paid (Jan 2024)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 25th	360	87.4	2,504,423
Current Emp. > 25th	52	12.6	21,199
	412	100.0	2,525,622

F/Y25 - Migrate to 30th after F/Y24 PFP is paid (Jan 2025)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 30th	331	80.3	212,411
Current Emp. > 30th	81	19.7	N/A
	412	100.0	212,411



GPA - Cost Summary

Option 1	F/Y24	1,797,804	20 th
	F/Y25	949,818	30 th
	TOTAL	\$ 2,747,622	

Option 2	F/Y24	2,525,622	25 th
	F/Y25	212,411	30 th
	TOTAL	\$ 2,738,033	

DocuSign Envelope ID: 804C2352-6822-42C3-823C-E565523ABDC6

GWA Cost Results - Two Options



APPENDIX A65



GWA - Cost Summary

Option 1	F/Y24	2,353,776	20 th
	F/Y25	779,429	30 th
	TOTAL	\$ 3,133,205	
Option 2	F/Y24	2,946,431	25 th
	F/Y25	179,417	30 th
	TOTAL	\$ 3,125,848	



GWA Implementation - Option 1

F/Y24 - Migrate to 20th after F/Y23 PFP is paid (Sep 2024)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 20th	325	88.6	2,335,970
Current Emp. > 20th	42	11.4	17,806
	367	100.0	2,353,776

F/Y25 - Migrate to 30th after F/Y24 PFP is paid (Sep 2025)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 30th	336	91.6	779,429
Current Emp. > 30th	31	8.4	N/A
	367	100.0	779,429



GWA Implementation - Option 2

F/Y24 - Migrate to 25th after F/Y23 PFP is paid (Sep 2024)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 25th	336	91.6	2,932,368
Current Emp. > 25th	31	8.4	14,063
	367	100.0	2,946,431

F/Y25 - Migrate to 30th after F/Y24 PFP is paid (Sep 2025)

	No Emp.	% Emp.	Cost (\$)
Current Emp. < 30th	301	82.0	179,417
Current Emp. > 30th	66	18.0	N/A
	367	100.0	179,417



GWA - Cost Summary

Option 1	F/Y24	2,353,776	20 th
	F/Y25	779,429	30 th
	TOTAL	\$ 3,133,205	
Option 2	F/Y24	2,946,431	25 th
	F/Y25	179,417	30 th
	TOTAL	\$ 3,125,848	

DocuSign Envelope ID: 804C2352-6822-42C3-823C-E565523ABDC6

Thank You



APPENDIX A70



GPA - Cost Summary

Option 1	F/Y24	1,797,804	20 th
	F/Y25	949,818	30 th
	TOTAL	\$ 2,747,622	

Option 2	F/Y24	2,525,622	25 th
	F/Y25	212,411	30 th
	TOTAL	\$ 2,738,033	



GWA - Cost Summary

Option 1	F/Y24	2,353,776	20 th
	F/Y25	779,429	30 th
	TOTAL	\$ 3,133,205	

Option 2	F/Y24	2,946,431	25 th
	F/Y25	179,417	30 th
	TOTAL	\$ 3,125,848	



GUAM POWER AUTHORITY

ATURIDÁT ILEKTRESEDÁT GUÅHAN
P.O. BOX 2977 • HAGÁTÑA, GUAM U.S.A. 96932-2977

NOTICE OF PETITION - AMENDMENT #1

The Guam Power Authority hereby petitions the Consolidated Commission on Utility the following:

PETITION TO APPROVE UNIFIED PAY SCALE AND TO ADOPT 2022 COMPENSATION STUDY AND IMPLEMENTATION PLAN

This petition is in compliance with Public Law 28-159 and GPA Personnel Rules and Regulations, Rule 15.17. The petition also publicized in accordance with 5 GCA, Chapter 10, Art. 1 (Sunshine Law).

For more information, please visit the Guam Power Authority's website at <https://www.guampowerauthority.com/corporate/human-resources/petitions>. You may also contact Guam Power Authority's Human Resources Office at 671-648-3130.

Exhibit B1



GUAM POWER AUTHORITY

ATURIDÁT ILEKTRESEDÁT GUAHAN
P.O.BOX 2977 • AGANA, GUAM U.S.A. 96932-2977

Petition to Approve Unified Pay Scale and to Adopt 2022 Compensation Study and Implementation Plan Amendment #1

I. REQUEST:

This amendment is supplement to Guam Power Authority Petition, issued on January 10, 2024, to the Consolidated Commission on Utilities (CCU) to approve Alan Searle & Associates 2022 Compensation Study and adopt the Unified Pay Scale and the Implementation Plan for all Certified, Technical and Professional positions for the Guam Power Authority. Amendment to include:

- GPA's Compensation Strategy and Goals
- Strategic Pay Scale (2022) – Amendment #1

II. AUTHORITY:

12 GCA CHAPTER 8

§8103. Continuation of Existence.

Guam Power Authority is continued in existence as a public corporation.

§8107. Governance of Authority.

All powers vested in the Authority, except as provided herein, shall be exercised by the Consolidated Commission on Utilities, as established in Chapter 79 of Title 12 of the Guam Code Annotated.

4 GCA CHAPTER 6 *§6303 (d)*.

Creation of Positions in the Autonomous Agencies and Public Corporations.

PUBLIC LAW 28-159

GPA Personnel Rules & Regulations. Section 7.00, Rule 7.03(c): Amendment of Certified, Technical, and Professional Positions.

GPA Personnel Rules & Regulations. Section 15.17, Compensation for Certified, Technical and Professional Employees.

III. Compensation Strategy & Goals

The Guam Power Authority is seeking approval for its strategic pay plan, aimed at gradually adjusting salaries over the next 5 years to reach up to the 50th market percentile (2022 Market Data). This adjustment is crucial to attract and retain certified, technical and professional employees required for the efficient operation of the island-wide power system. The proposed implementation schedule for GPA's annual structural pay adjustments is as follows:

FY 2024 – 30th Market Percentile

FY 2025 – 35th Market Percentile

FY 2026 – 40th Market Percentile

FY 2027 – 45th Market Percentile
 FY 2028 – 50th Market Percentile

How much will it cost:

Estimated cost for salary and benefits:

Fiscal Year	Market Percentile	Estimated Cost
FY 24	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 costing projected at current FTE of 427, utilizing proposed 2022 Job Evaluation (JE) Points¹.


Funding Source:

Structural pay adjustments will be Revenue Funded.


IV. RECOMMENDATION:

1. Accept and approve the results and recommendations of the 2022 market review update conducted by Alan Searle and Associates, including implementation of a new and adjusted Strategic Pay Scale for all Certified, Technical, and Professional (CTP) positions.
2. Authorize the GPA General Manager to implement structural pay adjustments, incrementally, to the 30th market percentile in 2024, and to the next incremental percentile, annually, through Fiscal Year 2029, based on the 2022 market data. The General Manager may determine the breadth and application of sub-steps to determine the implementation range for positions based on affordability, with the eventual target being the 50th market percentile of the 2022 market.
3. Authorize the GPA General Manager to transfer monies from non-labor account to the labor account for the implementation of structural pay adjustments up to 50th market percentile, within approved Fiscal Year Operations and Maintenance budgets, as required.

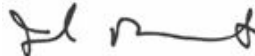
Prepared by:


 04/09/2024
 Jon-Rey P. Aguigui
 Personnel Services Administrator

Concurred by:


 Beatrice P. Limtiaco
 Assistant General Manager, Administration

Approved by:


 4/9/2024
 John M. Benavente, P.E.
 General Manager

¹ A comprehensive review of JE points utilizing established strategic pay measurement factors is ongoing and shall be adopted by GPA General Manager prior to implementation of the 2022 Unified Pay Scale.

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Accountant I	J
GPA	Accountant II	K
GPA	Accountant III	M
GPA	Administrative Officer	J
GPA	AGM Administration	T
GPA	AGM Engineering & Technical Services	T
GPA	AGM Operations	T
GPA	AMI Supervisor	M
GPA	AMI Technician	H
GPA	AMI Technician Leader	K
GPA	Assistant Chief Financial Officer	O
GPA	Assistant Customer Services Manager	N
GPA	Assistant Generation Manager	Q
GPA	Assistant Plant Superintendent (Cabras 1&2)	O
GPA	Assistant Plant Superintendent (Cabras 3&4)	O
GPA	Assistant Plant Superintendent (CT / Diesel Systems)	O
GPA	Assistant Plant Superintendent (Diesel)	O
GPA	Assistant Plant Superintendent (Tanguisson)	O
GPA	Assistant T&D Manager	O
GPA	Auditor I	J
GPA	Auditor II	K
GPA	Auditor III	M
GPA	Board Secretary	J
GPA	Budget Analyst	K
GPA	Building Maintenance Supervisor	L

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Buyer I	E
GPA	Buyer II	G
GPA	Buyer Supervisor I	J
GPA	Buyer Supervisor II	L
GPA	Carpenter I	F
GPA	Carpenter II	H
GPA	Carpenter Leader	J
GPA	Carpenter Supervisor	L
GPA	Chief Budget Officer	O
GPA	Chief Electric Power Systems Dispatcher	O
GPA	Chief Financial Officer (GPA)	T
GPA	Chief Information Technology Officer	T
GPA	Collection Agent	F
GPA	Collection Supervisor	K
GPA	Communication / Electronic Technician Leader	K
GPA	Communication / Electronic Technician I	I
GPA	Communication / Electronic Technician II	J
GPA	Communication / Electronic Technician Supervisor	M
GPA	Communications Manager	O
GPA	Computer Operations Supervisor	L
GPA	Computer Operator I	E
GPA	Computer Operator II	G
GPA	Computer Operator III	I
GPA	Computer Systems Analyst I	J
GPA	Computer Systems Analyst II	L
GPA	Computer Technician I	F

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Computer Technician II	H
GPA	Computer Technician Leader	J
GPA	Computer Technician Supervisor	L
GPA	Construction Inspector I	I
GPA	Construction Inspector II	J
GPA	Construction Inspector III	L
GPA	Contracts Administrator	K
GPA	Control Operator	L
GPA	Controller	O
GPA	Customer Service Representative	G
GPA	Customer Service Representative Supervisor	K
GPA	Database Administrator	K
GPA	Electric Operation Trainee	D
GPA	Electric Power Laboratory Chief	N
GPA	Electric Power Systems Dispatcher I	K
GPA	Electric Power Systems Dispatcher II	M
GPA	Electric Power Systems Dispatcher Technician	J
GPA	Electric Relay Technician I	G
GPA	Electric Relay Technician II	I
GPA	Electric Relay Technician Leader	J
GPA	Electric Relay Technician Supervisor	M
GPA	Electrician Troubleshooter	J
GPA	Employee Development Specialist I	H
GPA	Employee Development Specialist II	J
GPA	Employee Development Specialist III	K
GPA	Engineer I	J

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Engineer II	L
GPA	Engineer III	N
GPA	Engineer Supervisor	Q
GPA	Engineering Technician I	H
GPA	Engineering Technician II	I
GPA	Environmental Manager	O
GPA	Equipment Operator I	D
GPA	Equipment Operator II	F
GPA	Equipment Operator III	G
GPA	Equipment Operator IV	H
GPA	Equipment Operator Leader I	I
GPA	Equipment Operator Leader II	J
GPA	Equipment Operator Superintendent	M
GPA	Equipment Operator Supervisor	K
GPA	Facilities Manager	O
GPA	Fleet Support Services Manager	O
GPA	General Manager (GPA)	V
GPA	GIS Analyst I	H
GPA	GIS Analyst II	J
GPA	GIS Analyst III	K
GPA	GIS Supervisor	M
GPA	Heavy Equipment Mechanic I	F
GPA	Heavy Equipment Mechanic II	I
GPA	Heavy Equipment Mechanic Leader	J
GPA	Heavy Equipment Mechanic Supervisor	M
GPA	Help Desk Support Supervisor	J

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Help Desk Technician	H
GPA	HVCS / Electrician I	G
GPA	HVCS / Electrician II	I
GPA	HVCS / Electrician Leader	J
GPA	HVCS / Electrician Supervisor	M
GPA	Information Security Administrator	L
GPA	Information Technology Manager	O
GPA	Internal Auditor	M
GPA	Inventory Management Officer	K
GPA	Land Agent I	F
GPA	Land Agent II	G
GPA	Land Agent III	I
GPA	Line Electrician I	G
GPA	Line Electrician II	I
GPA	Line Electrician Leader	J
GPA	Line Electrician Supervisor	M
GPA	Line Inspector	J
GPA	Machinist I	F
GPA	Machinist II	I
GPA	Machinist Leader	J
GPA	Maintenance Planner	K
GPA	Management Analyst I	H
GPA	Management Analyst II	J
GPA	Management Analyst III	K
GPA	Management Analyst IV	M
GPA	Manager, Engineering	S

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Manager, Generation	S
GPA	Manager, Power System Control	R
GPA	Manager, T&D	R
GPA	Meter / Relay Superintendent	N
GPA	Meter Electrician I	G
GPA	Meter Electrician II	I
GPA	Meter Electrician Leader	J
GPA	Meter Electrician Supervisor	M
GPA	Network Systems Administrator	L
GPA	Payroll Supervisor	L
GPA	Personnel Assistant I	D
GPA	Personnel Assistant II	E
GPA	Personnel Services Administrator	O
GPA	Personnel Specialist I	H
GPA	Personnel Specialist II	J
GPA	Personnel Specialist III	K
GPA	Personnel Specialist IV	M
GPA	Planner Work Co-Ordinator (Transportation)	H
GPA	Plant Electrician / Instrumentation Maintenance Supervisor	M
GPA	Plant Electrician I	G
GPA	Plant Electrician II	I
GPA	Plant Electrician Leader	J
GPA	Plant Instrument Technician I	G
GPA	Plant Instrument Technician II	I
GPA	Plant Instrument Technician Leader	J
GPA	Plant Maintenance Mechanic I	F

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Plant Maintenance Mechanic II	I
GPA	Plant Maintenance Mechanic Leader	J
GPA	Plant Maintenance Supervisor	M
GPA	Plant Maintenance Welder I	F
GPA	Plant Maintenance Welder II	I
GPA	Plant Maintenance Welder III	J
GPA	Plant Operator / Maintenance Leader	K
GPA	Plant Operator / Maintenance Supervisor	M
GPA	Plant Operator / Maintenance Worker I	G
GPA	Plant Operator / Maintenance Worker II	I
GPA	Plant Operator I	G
GPA	Plant Operator II	I
GPA	Plant Operator III	J
GPA	Plant Results Supervisor	M
GPA	Plant Shift Supervisor	M
GPA	Plant Utility Worker	B
GPA	Plant Water Technician I	F
GPA	Plant Water Technician II	I
GPA	Plant Water Technician Leader	J
GPA	Power Plant Maintenance Superintendent (CMWS)	O
GPA	Power Systems Superintendent (Overhead)	N
GPA	Power Systems Superintendent (Substation)	N
GPA	Power Systems Superintendent (Underground)	N
GPA	Program Coordinator I	H
GPA	Program Coordinator II	J
GPA	Program Coordinator III	K

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Program Coordinator IV	M
GPA	Programmer / Analyst Supervisor	M
GPA	Programmer Analyst	J
GPA	PSCC Superintendent	O
GPA	Public Information Officer	N
GPA	Refrigeration Mechanic I	F
GPA	Refrigeration Mechanic II	I
GPA	Refrigeration Mechanic Leader	J
GPA	Revenue Protection Utility Analyst	M
GPA	Revenue Protection Utility Investigator	K
GPA	Right of Way Supervisor	M
GPA	Risk Analyst	K
GPA	Safety Administrator	N
GPA	Safety and Physical Security Manager	O
GPA	Safety Inspector I	F
GPA	Safety Inspector II	H
GPA	Safety Inspector III	J
GPA	Safety Supervisor	L
GPA	SCADA Technician I	I
GPA	SCADA Technician II	J
GPA	SCADA Technician Leader	K
GPA	SCADA Technician Supervisor	M
GPA	Shop Planner	K
GPA	Special Projects Engineer	O
GPA	SPORD Manager	T
GPA	Staff Attorney	R

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Storekeeper I	D
GPA	Storekeeper II	F
GPA	Substation Electrician I	G
GPA	Substation Electrician II	I
GPA	Substation Electrician Leader	J
GPA	Substation Electrician Supervisor	M
GPA	Supply Management Administrator	O
GPA	Survey Supervisor	M
GPA	System Protection Engineer (Substation)	N
GPA	Systems Analyst I	J
GPA	Systems Analyst II	L
GPA	Systems Manager	O
GPA	Tool Mechanic	F
GPA	Trouble Dispatcher	G
GPA	Trouble Dispatcher Leader	I
GPA	Utility Accounting Technician I	E
GPA	Utility Accounting Technician II	F
GPA	Utility Accounting Technician III	H
GPA	Utility Administrative Aide	D
GPA	Utility Administrative Assistant	G
GPA	Utility Auditor I	J
GPA	Utility Auditor II	K
GPA	Utility Auditor III	M
GPA	Utility Cashier I	C
GPA	Utility Cashier II	D
GPA	Utility Clerk I	A

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Utility Clerk II	B
GPA	Utility Clerk III	C
GPA	Utility Clerk Typist I	B
GPA	Utility Clerk Typist II	C
GPA	Utility Clerk Typist III	D
GPA	Utility Customer Care Representative I	F
GPA	Utility Customer Care Representative II	G
GPA	Utility Customer Care Representative III	I
GPA	Utility Customer Care Supervisor	K
GPA	Utility Engineering Aide I	E
GPA	Utility Engineering Aide II	F
GPA	Utility Engineering Aide III	G
GPA	Utility Maintenance Worker	F
GPA	Utility Payroll Clerk I	D
GPA	Utility Payroll Clerk II	E
GPA	Utility Payroll Clerk III	F
GPA	Utility Secretary I	D
GPA	Utility Secretary I (Typist)	D
GPA	Utility Secretary II	E
GPA	Utility Secretary II (Typist)	E
GPA	Utility Services Administrator	O
GPA	Utility Supply Clerk	C
GPA	Utility Worker	B
GPA	Warehouse Supervisor I	J
GPA	Warehouse Supervisor II	K
GPA	Word Processing Secretary I (Utilities)	D

CTP POSITION LISTING (GPA) - Amendment #1

Authority	POSITION	GRADE
GPA	Word Processing Secretary II (Utilities)	E

Note: A comprehensive review of JE points utilizing established strategic pay measurement factors is ongoing and shall be adopted by GPA General Manager prior to implementation of the 2022 Unified Pay Scale.

GPA Work Session - April 18, 2024 - ISSUES FOR DECISION

Strategic Pay Scale (2022) - Amendment #1

GRADE	Step 1				Step 2				Step 3				Step 4				Step 5			
	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	27,497.60	27,772.58	28,050.30	28,330.80	28,614.11	28,900.25	29,189.26	29,481.15	29,775.96	30,073.72	30,374.46	30,678.20	30,984.98	31,294.83	31,607.78	31,923.86	32,243.10	32,565.53	32,891.18	33,220.10
	13.22	13.35	13.49	13.62	13.76	13.89	14.03	14.17	14.32	14.46	14.60	14.75	14.90	15.05	15.20	15.35	15.50	15.66	15.81	15.97
B	31,347.26	31,660.74	31,977.34	32,297.12	32,620.09	32,946.29	33,275.75	33,608.51	33,944.60	34,284.04	34,626.88	34,973.15	35,322.88	35,676.11	36,032.87	36,393.20	36,757.13	37,124.70	37,495.95	37,870.91
	15.07	15.22	15.37	15.53	15.68	15.84	16.00	16.16	16.32	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21
C	31,660.74	31,977.34	32,297.12	32,620.09	32,946.29	33,275.75	33,608.51	33,944.60	34,284.04	34,626.88	34,973.15	35,322.88	35,676.11	36,032.87	36,393.20	36,757.13	37,124.70	37,495.95	37,870.91	38,249.62
	15.22	15.37	15.53	15.68	15.84	16.00	16.16	16.32	16.48	16.65	16.81	16.98	17.15	17.32	17.50	17.67	17.85	18.03	18.21	18.39
D	35,776.63	36,134.40	36,495.74	36,860.70	37,229.31	37,601.60	37,977.62	38,357.39	38,740.97	39,128.38	39,519.66	39,914.86	40,314.00	40,717.14	41,124.32	41,535.56	41,950.92	42,370.42	42,794.13	43,222.07
	17.20	17.37	17.55	17.72	17.90	18.08	18.26	18.44	18.63	18.81	19.00	19.19	19.38	19.58	19.77	19.97	20.17	20.37	20.57	20.78
E	38,281.00	38,663.81	39,050.44	39,440.95	39,835.36	40,233.71	40,636.05	41,042.41	41,452.83	41,867.36	42,286.04	42,708.90	43,135.99	43,567.35	44,003.02	44,443.05	44,887.48	45,336.35	45,789.72	46,247.61
	18.40	18.59	18.77	18.96	19.15	19.34	19.54	19.73	19.93	20.13	20.33	20.53	20.74	20.95	21.16	21.37	21.58	21.80	22.01	22.23
F	38,663.81	39,050.44	39,440.95	39,835.36	40,233.71	40,636.05	41,042.41	41,452.83	41,867.36	42,286.04	42,708.90	43,135.99	43,567.35	44,003.02	44,443.05	44,887.48	45,336.35	45,789.72	46,247.61	46,710.09
	18.59	18.77	18.96	19.15	19.34	19.54	19.73	19.93	20.13	20.33	20.53	20.74	20.95	21.16	21.37	21.58	21.80	22.01	22.23	22.46
G	42,530.19	42,955.49	43,385.04	43,818.89	44,257.08	44,699.65	45,146.65	45,598.12	46,054.10	46,514.64	46,979.79	47,449.58	47,924.08	48,403.32	48,887.35	49,376.23	49,869.99	50,368.69	50,872.38	51,381.10
	20.45	20.65	20.86	21.07	21.28	21.49	21.71	21.92	22.14	22.36	22.59	22.81	23.04	23.27	23.50	23.74	23.98	24.22	24.46	24.70
H	48,909.72	49,398.81	49,892.80	50,391.73	50,895.65	51,404.60	51,918.65	52,437.83	52,962.21	53,491.84	54,026.75	54,567.02	55,112.69	55,663.82	56,220.46	56,782.66	57,350.49	57,923.99	58,503.23	59,088.26
	23.51	23.75	23.99	24.23	24.47	24.71	24.96	25.21	25.46	25.72	25.97	26.23	26.50	26.76	27.03	27.30	27.57	27.85	28.13	28.41
I	53,800.69	54,338.69	54,882.08	55,430.90	55,985.21	56,545.06	57,110.51	57,681.62	58,258.43	58,841.02	59,429.43	60,023.72	60,623.96	61,230.20	61,842.50	62,460.93	63,085.54	63,716.39	64,353.56	64,997.09
	25.87	26.12	26.39	26.65	26.92	27.19	27.46	27.73	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94	31.25
J	59,180.76	59,772.56	60,370.29	60,973.99	61,583.73	62,199.57	62,821.56	63,449.78	64,084.28	64,725.12	65,372.37	66,026.10	66,686.36	67,353.22	68,026.75	68,707.02	69,394.09	70,088.03	70,788.91	71,496.80
	28.45	28.74	29.02	29.31	29.61	29.90	30.20	30.50	30.81	31.12	31.43	31.74	32.06	32.38	32.71	33.03	33.36	33.70	34.03	34.37
K	69,833.29	70,531.62	71,236.94	71,949.31	72,668.80	73,395.49	74,129.45	74,870.74	75,619.45	76,375.64	77,139.40	77,910.79	78,689.90	79,476.80	80,271.57	81,074.28	81,885.03	82,703.88	83,530.92	84,366.22
	33.57	33.91	34.25	34.59	34.94	35.29	35.64	36.00	36.36	36.72	37.09	37.46	37.83	38.21	38.59	38.98	39.37	39.76	40.16	40.56
L	75,419.95	76,174.15	76,935.90	77,705.26	78,482.31	79,267.13	80,059.80	80,860.40	81,669.00	82,485.69	83,310.55	84,143.66	84,985.09	85,834.94	86,693.29	87,560.23	88,435.83	89,320.19	90,213.39	91,115.52
	36.26	36.62	36.99	37.36	37.73	38.11	38.49	38.88	39.26	39.66	40.05	40.45	40.86	41.27	41.68	42.10	42.52	42.94	43.37	43.81
M	85,224.55	86,076.79	86,937.56	87,806.94	88,685.01	89,571.86	90,467.58	91,372.25	92,285.97	93,208.83	94,140.92	95,082.33	96,033.16	96,993.49	97,963.42	98,943.06	99,932.49	100,931.81	101,941.13	102,960.54
	40.97	41.38	41.80	42.21	42.64	43.06	43.49	43.93	44.37	44.81	45.26	45.71	46.17	46.63	47.10	47.57	48.04	48.52	49.01	49.50
N	92,894.76	93,823.71	94,761.94	95,709.56	96,666.66	97,633.32	98,609.66	99,595.75	100,591.71	101,597.63	102,613.61	103,639.74	104,676.14	105,722.90	106,780.13	107,847.93	108,926.41	110,015.67	111,115.83	112,226.99
	44.66	45.11	45.56	46.01	46.47	46.94	47.41	47.88	48.36	48.85	49.33	49.83	50.33	50.83	51.34	51.85	52.37	52.89	53.42	53.96
O	100,326.34	101,329.60	102,342.90	103,366.33	104,399.99	105,443.99	106,498.43	107,563.42	108,639.05	109,725.44	110,822.69	111,930.92	113,050.23	114,180.73	115,322.54	116,475.77	117,640.52	118,816.93	120,005.10	121,205.15
	48.23	48.72	49.20	49.70	50.19	50.69	51.20	51.71	52.23	52.75	53.28	53.81	54.35	54.89	55.44	56.00	56.56	57.12	57.69	58.27
P	110,358.97	111,462.56	112,577.19	113,702.96	114,839.99	115,988.39	117,148.27	118,319.76	119,502.95	120,697.98	121,904.96	123,124.01	124,355.25	125,598.81	126,854.79	128,123.34	129,404.58	130,698.62	132,005.61	133,325.66
	53.06	53.59	54.12	54.66	55.21	55.76	56.32	56.88	57.45	58.03	58.61	59.19	59.79	60.38	60.99	61.60	62.21	62.84	63.46	64.10
Q	121,394.87	122,608.82	123,834.91	125,073.26	126,323.99	127,587.23	128,863.10	130,151.73	131,453.25	132,767.78	134,095.46	135,436.41	136,790.78	138,158.69	139,540.27	140,935.68	142,345.03	143,768.48	145,206.17	146,658.23
	58.36	58.95	59.54	60.13	60.73	61.34	61.95	62.57	63.20	63.83	64.47	65.11	65.76	66.42	67.09	67.76	68.44	69.12	69.81	70.51
R	131,106.46	132,417.52	133,741.70	135,079.12	136,429.91	137,794.21	139,172.15	140,563.87	141,969.51	143,389.20	144,823.10	146,271.33	147,734.04	149,211.38	150,703.50	152,210.53	153,732.64	155,269.96	156,822.66	158,390.89
	63.03	63.66	64.30	64.94	65.59	66.25	66.91	67.58	68.25	68.94	69.63	70.32	71.03	71.74	72.45	73.18	73.91	74.65	75.40	76.15
S	142,906.04	144,335.10	145,778.45	147,236.24	148,708.60	150,195.69	151,697.64	153,214.62	154,746.77	156,294.23	157,857.18	159,435.75	161,030.10	162,640.41	164,266.81	165,909.48	167,568.57	169,244.26	170,936.70	172,646.07
	68.70	69.39	70.09	70.79	71.49	72.21	72.93	73.66	74.40	75.14	75.89	76.65	77.42	78.19	78.97	79.76	80.56	81.37	82.18	83.00
T	154,338.52	155,881.91	157,440.73	159,015.14	160,605.29	162,211.34	163,833.45	165,471.79	167,126.51	168,797.77	170,485.75	172,190.61	173,912.51	175,651.64	177,408.15	179,182.24	180,974.06	182,783.80	184,611.64	186,457.75
	74.20	74.94	75.69	76.45	77.21	77.99	78.77	79.55	80.35	81.15	81.96	82.78	83.61	84.45	85.29	86.15	87.01	87.88	88.76	89.64
U	179,032.69	180,823.02	182,631.25	184,457.56	186,302.13	188,165.16	190,046.81	191,947.27	193,866.75	195,805.42	197,763.47	199,741.10	201,738.51	203,753.90	205,793.46	207,851.39	209,929.91	212,029.21	214,149.50	216,290.99
	86.07	86.93	87.80	88.68	89.57	90.46	91.37	92.28	93.21	94.14	95.08	96.03	96.99	97.96	98.94	99.93	100.93	101.94	102.96	103.99
V	207,677.92	209,754.70	211,852.25	213,970.77	216,110.48	218,271.58	220,454.30	222,658.84	224,885.43	227,134.28	229,405.62	231,699.68	234,016.68	236,356.84	238,720.41	241,107.62	243,518.69	245,953.88	248,413.42	250,897.55
	99.85	100.84	101.85	102.87	103.90	104.94	105.99	107.05	108.12	109.20	110.29	111.39	112.51	113.63	114.77	115.92	117.08	118.25	119.43	120.62
W	228,445.71	230,730.17	233,037.47	235,367.84	237,721.52	240,098.74	242,499.73	244,924.72	247,373.97	249,847.71	252,346.19	254,869.65	257,418.35	259,992.53	262,592.45	265,218.38	267,870.56	270,549.27	273,254.76	275,987.31
	109.83	110.93	112.04	113.16	114.29	115.43	116.59	117.75	118.93	120.12	121.32	122.53	123.76	125.00	126.25	127.51	128.78	130.07	131.37	132.69
X	251,290.28	253,803.18	256,341.22	258,904.63	261,493.68	264,108.61	266,749.70	269,417.19	272,111.37	274,832.48	277,580.81	280,356.61								

GPA Work Session - April 18, 2024 - ISSUES FOR DECISION

Strategic Pay Scale (2022) - Amendment #1

GRADE	Step 6				Step 7				Step 8				Step 9				Step 10			
	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	33,552.30	33,587.82	34,226.70	34,568.97	34,914.66	35,263.80	35,616.44	35,972.60	36,332.33	36,695.65	37,062.61	37,433.24	37,807.57	38,185.64	38,567.50	38,953.18	39,342.71	39,736.13	40,133.50	40,534.83
	16.13	16.29	16.46	16.62	16.79	16.95	17.12	17.29	17.47	17.64	17.82	18.00	18.18	18.36	18.54	18.73	18.91	19.10	19.29	19.49
B	38,249.62	38,632.12	39,018.44	39,408.62	39,802.71	40,200.73	40,602.74	41,008.77	41,418.86	41,833.05	42,251.38	42,673.89	43,100.63	43,531.63	43,966.95	44,406.62	44,850.69	45,299.19	45,752.19	46,209.71
	18.39	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78	22.00	22.22
C	38,632.12	39,018.44	39,408.62	39,802.71	40,200.73	40,602.74	41,008.77	41,418.86	41,833.05	42,251.38	42,673.89	43,100.63	43,531.63	43,966.95	44,406.62	44,850.69	45,299.19	45,752.19	46,209.71	46,671.80
	18.57	18.76	18.95	19.14	19.33	19.52	19.72	19.91	20.11	20.31	20.52	20.72	20.93	21.14	21.35	21.56	21.78	22.00	22.22	22.44
D	43,654.29	44,090.83	44,531.74	44,977.06	45,426.83	45,881.10	46,339.91	46,803.31	47,271.34	47,744.05	48,221.50	48,703.71	49,190.75	49,682.65	50,179.48	50,681.28	51,188.09	51,699.97	52,216.97	52,739.14
	20.99	21.20	21.41	21.62	21.84	22.06	22.28	22.50	22.73	22.95	23.18	23.42	23.65	23.89	24.12	24.37	24.61	24.86	25.10	25.36
E	46,710.09	47,177.19	47,648.96	48,125.45	48,606.71	49,092.77	49,583.70	50,079.54	50,580.34	51,086.14	51,597.00	52,112.97	52,634.10	53,160.44	53,692.04	54,228.97	54,771.26	55,318.97	55,872.16	56,430.88
	22.46	22.68	22.91	23.14	23.37	23.60	23.84	24.08	24.32	24.56	24.81	25.05	25.30	25.56	25.81	26.07	26.33	26.60	26.86	27.13
F	47,177.19	47,648.96	48,125.45	48,606.71	49,092.77	49,583.70	50,079.54	50,580.34	51,086.14	51,597.00	52,112.97	52,634.10	53,160.44	53,692.04	54,228.97	54,771.26	55,318.97	55,872.16	56,430.88	56,995.19
	22.68	22.91	23.14	23.37	23.60	23.84	24.08	24.32	24.56	24.81	25.05	25.30	25.56	25.81	26.07	26.33	26.60	26.86	27.13	27.40
G	51,894.91	52,413.86	52,938.00	53,467.38	54,002.05	54,542.07	55,087.49	55,638.37	56,194.75	56,756.70	57,324.27	57,897.51	58,476.48	59,061.25	59,651.86	60,248.38	60,850.86	61,459.37	62,073.97	62,694.71
	24.95	25.20	25.45	25.71	25.96	26.22	26.48	26.75	27.02	27.29	27.56	27.84	28.11	28.39	28.68	28.97	29.26	29.55	29.84	30.14
H	59,679.15	60,275.94	60,878.70	61,487.49	62,102.36	62,723.38	63,350.62	63,984.12	64,623.97	65,270.20	65,922.91	66,582.14	67,247.96	67,920.44	68,599.64	69,285.64	69,978.49	70,678.28	71,385.06	72,098.91
	28.69	28.98	29.27	29.56	29.86	30.16	30.46	30.76	31.07	31.38	31.69	32.01	32.33	32.65	32.98	33.31	33.64	33.98	34.32	34.66
I	65,647.06	66,303.53	66,966.57	67,636.23	68,312.60	68,995.72	69,685.68	70,387.54	71,096.36	71,797.23	72,515.20	73,240.35	73,972.75	74,712.48	75,459.61	76,214.20	76,976.34	77,746.11	78,523.57	79,308.80
	31.56	31.88	32.20	32.52	32.84	33.17	33.50	33.84	34.18	34.52	34.86	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75	38.13
J	72,211.77	72,933.89	73,663.23	74,399.86	75,143.86	75,895.29	76,654.25	77,420.79	78,195.00	78,976.95	79,766.72	80,564.38	81,370.03	82,183.73	83,005.57	83,835.62	84,673.98	85,520.72	86,375.92	87,239.68
	34.72	35.06	35.42	35.77	36.13	36.49	36.85	37.22	37.59	37.97	38.35	38.73	39.12	39.51	39.91	40.31	40.71	41.12	41.53	41.94
K	85,209.89	86,061.99	86,922.61	87,791.83	88,669.75	89,556.45	90,452.01	91,356.53	92,270.10	93,192.80	94,124.73	95,065.97	96,016.63	96,976.80	97,946.57	98,926.03	99,915.29	100,914.45	101,923.59	102,942.83
	40.97	41.38	41.79	42.21	42.63	43.06	43.49	43.92	44.36	44.80	45.25	45.70	46.16	46.62	47.09	47.56	48.04	48.52	49.00	49.49
L	92,026.68	92,946.94	93,876.41	94,815.18	95,763.33	96,720.96	97,688.17	98,665.05	99,651.71	100,648.22	101,654.70	102,671.25	103,697.96	104,734.94	105,782.29	106,840.12	107,908.52	108,987.60	110,077.48	111,178.25
	44.24	44.69	45.13	45.58	46.04	46.50	46.97	47.44	47.91	48.39	48.87	49.36	49.85	50.35	50.86	51.37	51.88	52.40	52.92	53.45
M	103,990.15	105,030.05	106,080.35	107,141.15	108,212.56	109,294.69	110,387.64	111,491.51	112,606.43	113,732.49	114,869.82	116,018.51	117,178.70	118,350.49	119,533.99	120,729.33	121,936.62	123,155.99	124,387.55	125,631.43
	50.00	50.50	51.00	51.51	52.03	52.55	53.07	53.60	54.14	54.68	55.23	55.78	56.34	56.90	57.47	58.04	58.62	59.21	59.80	60.40
N	113,349.26	114,482.75	115,627.58	116,783.86	117,951.69	119,131.21	120,322.52	121,525.75	122,741.01	123,968.42	125,208.10	126,460.18	127,724.78	129,002.03	130,292.05	131,594.97	132,910.92	134,240.03	135,582.43	136,938.25
	54.49	55.04	55.59	56.15	56.71	57.27	57.85	58.43	59.01	59.60	60.20	60.80	61.41	62.02	62.64	63.27	63.90	64.54	65.18	65.84
O	122,417.20	123,641.37	124,877.79	126,126.56	127,387.83	128,661.71	129,948.32	131,247.81	132,560.29	133,885.89	135,224.75	136,576.99	137,942.76	139,322.19	140,715.41	142,122.57	143,543.79	144,979.23	146,429.02	147,893.31
	58.85	59.44	60.04	60.64	61.24	61.86	62.48	63.10	63.73	64.37	65.01	65.66	66.32	66.98	67.65	68.33	69.01	69.70	70.40	71.10
P	134,658.92	136,005.51	137,365.56	138,739.22	140,126.61	141,527.88	142,943.16	144,372.59	145,816.31	147,274.48	148,747.22	150,234.69	151,737.04	153,254.41	154,786.96	156,334.83	157,898.17	159,477.16	161,071.93	162,682.65
	64.74	65.39	66.04	66.70	67.37	68.04	68.72	69.41	70.10	70.81	71.51	72.23	72.95	73.68	74.42	75.16	75.91	76.67	77.44	78.21
Q	148,124.81	149,606.06	151,102.12	152,613.14	154,139.27	155,680.67	157,237.47	158,809.85	160,397.95	162,001.93	163,621.94	165,258.16	166,910.75	168,579.85	170,265.65	171,968.31	173,687.99	175,424.87	177,179.12	178,950.91
	71.21	71.93	72.65	73.37	74.11	74.85	75.59	76.35	77.11	77.89	78.66	79.45	80.25	81.05	81.86	82.68	83.50	84.34	85.18	86.03
R	159,974.80	161,574.54	163,190.29	164,822.19	166,470.42	168,135.12	169,816.47	171,514.64	173,229.78	174,962.08	176,711.70	178,478.82	180,263.61	182,066.24	183,886.90	185,725.77	187,583.03	189,458.86	191,353.45	193,266.98
	76.91	77.68	78.46	79.24	80.03	80.83	81.64	82.46	83.28	84.12	84.96	85.81	86.67	87.53	88.41	89.29	90.18	91.09	92.00	92.92
S	174,372.53	176,116.25	177,877.42	179,656.19	181,452.75	183,267.28	185,099.95	186,950.95	188,820.46	190,708.67	192,615.75	194,541.91	196,487.33	198,452.20	200,436.73	202,441.09	204,465.50	206,510.16	208,575.26	210,661.01
	83.83	84.67	85.52	86.37	87.24	88.11	88.99	89.88	90.78	91.69	92.60	93.53	94.47	95.41	96.36	97.33	98.30	99.28	100.28	101.28
T	188,322.33	190,205.55	192,107.61	194,028.69	195,968.97	197,928.66	199,907.95	201,907.03	203,926.10	205,965.36	208,025.01	210,105.26	212,206.32	214,328.38	216,471.66	218,636.38	220,822.74	223,030.97	225,261.28	227,513.89
	90.54	91.44	92.36	93.28	94.22	95.16	96.11	97.07	98.04	99.02	100.01	101.01	102.02	103.04	104.07	105.11	106.16	107.23	108.30	109.38
U	218,453.90	220,638.44	222,844.83	225,073.28	227,324.01	229,597.25	231,893.22	234,212.15	236,554.27	238,919.82	241,309.02	243,722.11	246,159.33	248,620.92	251,107.13	253,618.20	256,154.38	258,715.93	261,303.09	263,916.12
	105.03	106.08	107.14	108.21	109.29	110.38	111.49	112.60	113.73	114.87	116.01	117.17	118.35	119.53	120.72	121.93	123.15	124.38	125.63	126.88
V	253,406.53	255,940.59	258,500.00	261,085.00	263,695.85	266,332.81	268,996.14	271,686.10	274,402.96	277,146.99	279,918.46	282,717.64	285,544.82	288,400.27	291,284.27	294,197.11	297,139.08	300,110.47	303,111.58	306,142.69
	121.83	123.05	124.28	125.52	126.78	128.04	129.33	130.62	131.92	133.24	134.58	135.92	137.28	138.65	140.04	141.44	142.86	144.28	145.73	147.18
W	278,747.18	281,534.65	284,350.00	287,193.50	290,065.43	292,966.09	295,895.75	298,854.71	301,843.25	304,861.69	307,910.30	310,989.41	314,099.30	317,240.29	320,412.70	323,616.82	326,852.99	330,121.52	333,422.74	336,756.96
	134.01	135.35	136.71	138.07	139.45	140.85	142.26	143.68	145.12	146.57	1									

GPA Work Session - April 18, 2024 - ISSUES FOR DECISION

Strategic Pay Scale (2022) - Amendment #1

GRADE	Step 11				Step 12				Step 13				Step 14				Step 15			
	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	40,940.18	41,349.58	41,763.08	42,180.71	42,602.51	43,028.54	43,458.83	43,893.41	44,332.35	44,775.67	45,223.43	45,675.66	46,132.42	46,593.74	47,059.68	47,530.28	48,005.58	48,485.64	48,970.49	49,460.20
	19.68	19.88	20.08	20.28	20.48	20.69	20.89	21.10	21.31	21.53	21.74	21.96	22.18	22.40	22.62	22.85	23.08	23.31	23.54	23.78
B	46,671.80	47,138.52	47,609.91	48,086.01	48,566.87	49,052.54	49,543.06	50,038.49	50,538.88	51,044.27	51,554.71	52,070.25	52,590.96	53,116.87	53,648.04	54,184.52	54,726.36	55,273.62	55,826.36	56,384.62
	22.44	22.66	22.89	23.12	23.35	23.58	23.82	24.06	24.30	24.54	24.79	25.03	25.28	25.54	25.79	26.05	26.31	26.57	26.84	27.11
C	47,138.52	47,609.91	48,086.01	48,566.87	49,052.54	49,543.06	50,038.49	50,538.88	51,044.27	51,554.71	52,070.25	52,590.96	53,116.87	53,648.04	54,184.52	54,726.36	55,273.62	55,826.36	56,384.62	56,948.47
	22.66	22.89	23.12	23.35	23.58	23.82	24.06	24.30	24.54	24.79	25.03	25.28	25.54	25.79	26.05	26.31	26.57	26.84	27.11	27.38
D	53,266.53	53,799.20	54,337.19	54,880.56	55,429.37	55,983.66	56,543.50	57,108.93	57,680.02	58,256.82	58,839.39	59,427.78	60,022.06	60,622.28	61,228.50	61,840.79	62,459.20	63,083.79	63,714.63	64,351.77
	25.61	25.86	26.12	26.38	26.65	26.92	27.18	27.46	27.73	28.01	28.29	28.57	28.86	29.15	29.44	29.73	30.03	30.33	30.63	30.94
E	56,995.19	57,565.14	58,140.79	58,722.20	59,309.42	59,902.52	60,501.54	61,106.56	61,717.62	62,334.80	62,958.15	63,587.73	64,223.60	64,865.84	65,514.50	66,169.64	66,831.34	67,499.65	68,174.65	68,856.40
	27.40	27.68	27.95	28.23	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50	31.81	32.13	32.45	32.78	33.10
F	57,565.14	58,140.79	58,722.20	59,309.42	59,902.52	60,501.54	61,106.56	61,717.62	62,334.80	62,958.15	63,587.73	64,223.60	64,865.84	65,514.50	66,169.64	66,831.34	67,499.65	68,174.65	68,856.40	69,544.96
	27.68	27.95	28.23	28.51	28.80	29.09	29.38	29.67	29.97	30.27	30.57	30.88	31.19	31.50	31.81	32.13	32.45	32.78	33.10	33.44
G	63,321.65	63,954.87	64,594.42	65,240.36	65,892.77	66,551.69	67,217.21	67,889.38	68,568.28	69,253.96	69,946.50	70,645.96	71,352.42	72,065.95	72,786.61	73,514.47	74,249.62	74,992.11	75,742.04	76,499.46
	30.44	30.75	31.06	31.37	31.68	32.00	32.32	32.64	32.97	33.30	33.63	33.96	34.30	34.65	34.99	35.34	35.70	36.05	36.41	36.78
H	72,819.90	73,548.10	74,283.58	75,026.42	75,776.68	76,534.45	77,299.79	78,072.79	78,853.52	79,642.05	80,438.47	81,242.86	82,055.29	82,875.84	83,704.60	84,541.64	85,387.06	86,240.93	87,103.34	87,974.37
	35.01	35.36	35.71	36.07	36.43	36.80	37.16	37.53	37.91	38.29	38.67	39.06	39.45	39.84	40.24	40.65	41.05	41.46	41.88	42.30
I	80,101.89	80,902.91	81,711.94	82,529.06	83,354.35	84,187.89	85,029.77	85,880.07	86,738.87	87,606.26	88,482.32	89,367.14	90,260.82	91,163.42	92,075.06	92,995.81	93,925.77	94,865.03	95,813.68	96,771.81
	38.51	38.90	39.28	39.68	40.07	40.47	40.88	41.29	41.70	42.12	42.54	42.96	43.39	43.83	44.27	44.71	45.16	45.61	46.06	46.52
J	88,112.08	88,993.20	89,883.13	90,781.96	91,689.78	92,606.68	93,532.75	94,468.08	95,412.76	96,366.89	97,330.55	98,303.86	99,286.90	100,279.77	101,282.56	102,295.39	103,318.34	104,351.53	105,395.04	106,448.99
	42.36	42.79	43.21	43.65	44.08	44.52	44.97	45.42	45.87	46.33	46.79	47.26	47.73	48.21	48.69	49.18	49.67	50.17	50.67	51.18
K	103,972.26	105,011.98	106,062.10	107,122.72	108,193.95	109,275.89	110,368.64	111,472.33	112,587.05	113,712.92	114,850.05	115,998.55	117,158.54	118,330.13	119,513.43	120,708.56	121,915.65	123,134.80	124,366.15	125,609.81
	49.99	50.49	50.99	51.50	52.02	52.54	53.06	53.59	54.13	54.67	55.22	55.77	56.33	56.89	57.46	58.03	58.61	59.20	59.79	60.39
L	112,290.04	113,412.94	114,547.07	115,692.54	116,849.46	118,017.96	119,198.14	120,390.12	121,594.02	122,809.96	124,038.06	125,278.44	126,531.22	127,798.54	129,079.50	130,365.25	131,666.90	132,985.59	134,315.44	135,658.60
	53.99	54.53	55.07	55.62	56.18	56.74	57.31	57.88	58.46	59.04	59.63	60.23	60.83	61.44	62.06	62.68	63.30	63.94	64.57	65.22
M	126,887.74	128,156.62	129,438.18	130,732.57	132,039.89	133,360.29	134,693.89	136,040.83	137,401.24	138,775.25	140,163.01	141,564.64	142,980.28	144,410.08	145,854.19	147,312.73	148,785.85	150,273.71	151,776.45	153,294.21
	61.00	61.61	62.23	62.85	63.48	64.12	64.76	65.40	66.06	66.72	67.39	68.06	68.74	69.43	70.12	70.82	71.53	72.25	72.97	73.70
N	138,307.64	139,690.71	141,087.62	142,498.50	143,923.48	145,362.72	146,816.34	148,284.51	149,767.35	151,265.03	152,777.68	154,300.45	155,843.51	157,406.99	158,981.06	160,576.87	162,176.58	163,798.35	165,436.33	167,090.69
	66.49	67.16	67.83	68.51	69.19	69.89	70.58	71.29	72.00	72.72	73.45	74.19	74.93	75.68	76.43	77.20	77.97	78.75	79.54	80.33
O	149,372.25	150,865.97	152,374.63	153,898.38	155,437.36	156,991.73	158,561.65	160,147.27	161,748.74	163,366.23	164,999.89	166,649.89	168,316.39	169,999.55	171,699.55	173,416.54	175,150.71	176,902.22	178,671.24	180,457.95
	71.81	72.53	73.26	73.99	74.73	75.48	76.23	76.99	77.76	78.54	79.33	80.12	80.92	81.73	82.55	83.37	84.21	85.05	85.90	86.76
P	164,309.47	165,952.57	167,612.09	169,288.21	170,981.10	172,690.91	174,417.82	176,161.99	177,923.61	179,702.85	181,499.88	183,314.88	185,148.03	186,999.51	188,869.50	190,758.20	192,665.78	194,592.44	196,538.36	198,503.74
	78.99	79.78	80.58	81.39	82.20	83.02	83.85	84.69	85.54	86.40	87.26	88.13	89.01	89.90	90.80	91.71	92.63	93.55	94.49	95.43
Q	180,740.42	182,547.82	184,373.30	186,217.04	188,079.21	189,960.00	191,859.60	193,778.19	195,715.98	197,673.14	199,649.87	201,646.37	203,662.83	205,699.46	207,756.45	209,834.02	211,932.36	214,051.68	216,192.20	218,354.12
	86.89	87.76	88.64	89.53	90.42	91.33	92.24	93.16	94.09	95.04	95.99	96.95	97.91	98.89	99.88	100.88	101.89	102.91	103.94	104.98
R	195,199.65	197,151.65	199,123.17	201,114.40	203,125.54	205,156.80	207,208.37	209,280.45	211,373.25	213,486.99	215,621.86	217,778.07	219,955.86	222,155.41	224,376.97	226,620.74	228,886.95	231,175.81	233,487.57	235,822.45
	93.85	94.78	95.73	96.69	97.66	98.63	99.62	100.62	101.62	102.64	103.66	104.70	105.75	106.81	107.87	108.95	110.04	111.14	112.25	113.38
S	212,767.62	214,895.30	217,044.25	219,214.69	221,406.84	223,620.91	225,857.12	228,115.69	230,396.85	232,700.82	235,027.82	237,378.10	239,751.88	242,149.40	244,570.90	247,016.60	249,486.77	251,981.64	254,501.45	257,046.47
	102.29	103.32	104.35	105.39	106.45	107.51	108.59	109.67	110.77	111.88	112.99	114.12	115.27	116.42	117.58	118.76	119.95	121.15	122.36	123.58
T	229,789.03	232,086.92	234,407.79	236,751.87	239,119.39	241,510.58	243,925.69	246,364.95	248,828.59	251,316.88	253,830.05	256,368.35	258,932.03	261,521.35	264,136.57	266,777.93	269,445.71	272,140.17	274,861.57	277,610.19
	110.48	111.58	112.70	113.82	114.96	116.11	117.27	118.44	119.63	120.83	122.03	123.25	124.49	125.73	126.99	128.26	129.54	130.84	132.14	133.47
U	266,555.28	269,220.83	271,913.04	274,632.17	277,378.49	280,152.28	282,953.80	285,783.34	288,641.17	291,527.58	294,442.86	297,387.29	300,361.16	303,364.77	306,398.42	309,462.40	312,557.03	315,682.60	318,839.42	322,027.82
	128.15	129.43	130.73	132.03	133.36	134.69	136.04	137.40	138.77	140.16	141.56	142.97	144.40	145.85	147.31	148.78	150.27	151.77	153.29	154.82
V	309,204.12	312,296.16	315,419.12	318,573.32	321,759.05	324,976.64	328,226.41	331,508.67	334,823.76	338,171.99	341,553.71	344,969.25	348,418.94	351,903.13	355,422.16	358,976.39	36			

GPA Work Session - April 18, 2024 - ISSUES FOR DECISION

Strategic Pay Scale (2022) - Amendment #1

GRADE	Step 16				Step 17				Step 18				Step 19				Step 20			
	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D	A	B	C	D
A	49,954.80	50,454.35	50,958.89	51,468.48	51,983.16	52,503.00	53,028.03	53,558.31	54,093.89	54,634.83	55,181.18	55,732.99	56,290.32	56,853.22	57,421.75	57,995.97	58,575.93	59,161.69	59,753.31	60,350.84
	24.02	24.26	24.50	24.74	24.99	25.24	25.49	25.75	26.01	26.27	26.53	26.79	27.06	27.33	27.61	27.88	28.16	28.44	28.73	29.01
B	56,948.47	57,517.96	58,093.14	58,674.07	59,260.81	59,853.42	60,451.95	61,056.47	61,667.03	62,283.70	62,906.54	63,535.61	64,170.96	64,812.67	65,460.80	66,115.41	66,776.56	67,444.33	68,118.77	68,799.96
	27.38	27.65	27.93	28.21	28.49	28.78	29.06	29.35	29.65	29.94	30.24	30.55	30.85	31.16	31.47	31.79	32.10	32.43	32.75	33.08
C	57,517.96	58,093.14	58,674.07	59,260.81	59,853.42	60,451.95	61,056.47	61,667.03	62,283.70	62,906.54	63,535.61	64,170.96	64,812.67	65,460.80	66,115.41	66,776.56	67,444.33	68,118.77	68,799.96	69,487.96
	27.65	27.93	28.21	28.49	28.78	29.06	29.35	29.65	29.94	30.24	30.55	30.85	31.16	31.47	31.79	32.10	32.43	32.75	33.08	33.41
D	64,995.29	65,645.24	66,301.70	66,964.71	67,634.36	68,310.70	68,993.81	69,683.75	70,380.59	71,084.39	71,795.24	72,513.19	73,238.32	73,970.70	74,710.41	75,457.51	76,212.09	76,974.21	77,743.95	78,521.39
	31.25	31.56	31.88	32.19	32.52	32.84	33.17	33.50	33.84	34.18	34.52	34.86	35.21	35.56	35.92	36.28	36.64	37.01	37.38	37.75
E	69,544.96	70,240.41	70,942.81	71,652.24	72,368.76	73,092.45	73,823.38	74,561.61	75,307.23	76,060.30	76,820.90	77,589.11	78,365.00	79,148.65	79,940.14	80,739.54	81,546.94	82,362.40	83,186.03	84,017.89
	33.44	33.77	34.11	34.45	34.79	35.14	35.49	35.85	36.21	36.57	36.93	37.30	37.68	38.05	38.43	38.82	39.21	39.60	39.99	40.39
F	70,240.41	70,942.81	71,652.24	72,368.76	73,092.45	73,823.38	74,561.61	75,307.23	76,060.30	76,820.90	77,589.11	78,365.00	79,148.65	79,940.14	80,739.54	81,546.94	82,362.40	83,186.03	84,017.89	84,858.07
	33.77	34.11	34.45	34.79	35.14	35.49	35.85	36.21	36.57	36.93	37.30	37.68	38.05	38.43	38.82	39.21	39.60	39.99	40.39	40.80
G	77,264.45	78,037.10	78,817.47	79,605.64	80,401.70	81,205.71	82,017.77	82,837.95	83,666.33	84,502.99	85,348.02	86,201.50	87,063.52	87,934.15	88,813.49	89,701.63	90,598.65	91,504.63	92,419.68	93,343.87
	37.15	37.52	37.89	38.27	38.65	39.04	39.43	39.83	40.22	40.63	41.03	41.44	41.86	42.28	42.70	43.13	43.56	43.99	44.43	44.88
H	88,854.12	89,742.66	90,640.09	91,546.49	92,461.95	93,386.57	94,320.44	95,263.64	96,216.28	97,178.44	98,150.23	99,131.73	100,123.04	101,124.28	102,135.52	103,156.87	104,188.44	105,230.33	106,282.63	107,345.46
	42.72	43.15	43.58	44.01	44.45	44.90	45.35	45.80	46.26	46.72	47.19	47.66	48.14	48.62	49.10	49.59	50.09	50.59	51.10	51.61
I	97,739.53	98,716.93	99,704.09	100,701.14	101,708.15	102,725.23	103,752.48	104,790.01	105,837.91	106,896.28	107,965.25	109,044.90	110,135.35	111,236.70	112,349.07	113,472.56	114,607.29	115,753.36	116,910.89	118,080.00
	46.99	47.46	47.93	48.41	48.90	49.39	49.88	50.38	50.88	51.39	51.91	52.43	52.95	53.48	54.01	54.55	55.10	55.65	56.21	56.77
J	107,513.48	108,588.62	109,674.50	110,771.25	111,878.96	112,997.75	114,127.73	115,269.01	116,421.70	117,585.91	118,761.77	119,949.39	121,148.88	122,360.37	123,583.98	124,819.82	126,068.01	127,328.69	128,601.93	129,888.00
	51.69	52.21	52.73	53.26	53.79	54.33	54.87	55.42	55.97	56.53	57.10	57.67	58.24	58.83	59.42	60.01	60.61	61.22	61.83	62.45
K	126,865.91	128,134.57	129,415.92	130,710.07	132,017.18	133,337.35	134,670.72	136,017.43	137,377.60	138,751.38	140,138.89	141,540.28	142,955.68	144,385.24	145,829.09	147,287.38	148,760.26	150,247.86	151,750.34	153,267.84
	60.99	61.60	62.22	62.84	63.47	64.10	64.75	65.39	66.05	66.71	67.37	68.05	68.73	69.42	70.11	70.81	71.52	72.23	72.96	73.69
L	137,015.18	138,385.34	139,769.19	141,166.88	142,578.55	144,004.33	145,444.38	146,898.82	148,367.81	149,851.49	151,350.00	152,863.50	154,392.14	155,936.06	157,495.42	159,070.37	160,661.08	162,267.69	163,890.37	165,529.27
	65.87	66.53	67.20	67.87	68.55	69.23	69.93	70.62	71.33	72.04	72.76	73.49	74.23	74.97	75.72	76.48	77.24	78.01	78.79	79.58
M	154,827.16	156,375.43	157,939.18	159,518.57	161,113.76	162,724.90	164,352.15	165,995.67	167,655.63	169,332.18	171,025.50	172,735.76	174,463.12	176,207.75	177,969.82	179,749.52	181,547.02	183,362.49	185,196.11	187,048.07
	74.44	75.18	75.93	76.69	77.46	78.23	79.02	79.81	80.60	81.41	82.22	83.05	83.88	84.72	85.56	86.42	87.28	88.16	89.04	89.93
N	168,761.60	170,449.22	172,153.71	173,875.25	175,614.00	177,370.14	179,143.84	180,935.28	182,744.63	184,572.08	186,417.80	188,281.98	190,164.80	192,066.44	193,987.11	195,926.98	197,886.25	199,865.11	201,863.76	203,882.40
	81.14	81.95	82.77	83.59	84.43	85.27	86.13	86.99	87.86	88.74	89.62	90.52	91.43	92.34	93.26	94.20	95.14	96.09	97.05	98.02
O	182,262.53	184,085.15	185,926.01	187,785.27	189,663.12	191,559.75	193,475.35	195,410.10	197,364.20	199,337.84	201,331.22	203,344.53	205,377.98	207,431.76	209,506.08	211,601.14	213,717.15	215,854.32	218,012.86	220,192.99
	87.63	88.50	89.39	90.28	91.18	92.10	93.02	93.95	94.89	95.84	96.79	97.76	98.74	99.73	100.72	101.73	102.75	103.78	104.81	105.86
P	200,488.78	202,493.67	204,518.61	206,563.79	208,629.43	210,715.73	212,822.88	214,951.11	217,100.62	219,271.63	221,464.34	223,678.99	225,915.78	228,174.94	230,456.69	232,761.25	235,088.86	237,439.75	239,814.15	242,212.29
	96.39	97.35	98.33	99.31	100.30	101.31	102.32	103.34	104.38	105.42	106.47	107.54	108.61	109.70	110.80	111.90	113.02	114.15	115.30	116.45
Q	220,537.66	222,743.04	224,970.47	227,220.17	229,492.37	231,787.30	234,105.17	236,446.22	238,810.68	241,198.79	243,610.78	246,046.89	248,507.36	250,992.43	253,502.35	256,037.38	258,597.75	261,183.73	263,795.57	266,433.52
	106.03	107.09	108.16	109.24	110.33	111.44	112.55	113.68	114.81	115.96	117.12	118.29	119.47	120.67	121.88	123.09	124.33	125.57	126.82	128.09
R	238,180.67	240,562.48	242,968.10	245,397.79	247,851.76	250,330.28	252,833.58	255,361.92	257,915.54	260,494.69	263,099.64	265,730.64	268,387.94	271,071.82	273,782.54	276,520.37	279,285.57	282,078.43	284,899.21	287,748.20
	114.51	115.66	116.81	117.98	119.16	120.35	121.55	122.77	124.00	125.24	126.49	127.76	129.03	130.32	131.63	132.94	134.27	135.61	136.97	138.34
S	259,616.93	262,213.10	264,835.23	267,483.59	270,158.42	272,860.01	275,588.61	278,344.49	281,127.94	283,939.22	286,778.61	289,646.40	292,542.86	295,468.29	298,422.97	301,407.20	304,421.27	307,465.49	310,540.14	313,645.54
	124.82	126.06	127.32	128.60	129.88	131.18	132.49	133.82	135.16	136.51	137.87	139.25	140.65	142.05	143.47	144.91	146.36	147.82	149.30	150.79
T	280,386.29	283,190.15	286,022.05	288,882.27	291,771.10	294,688.81	297,635.70	300,612.05	303,618.17	306,654.35	309,720.90	312,818.11	315,946.29	319,105.75	322,296.81	325,519.78	328,774.97	332,062.72	335,383.35	338,737.18
	134.80	136.15	137.51	138.89	140.27	141.68	143.09	144.53	145.97	147.43	148.90	150.39	151.90	153.42	154.95	156.50	158.06	159.65	161.24	162.85
U	325,248.09	328,500.58	331,785.58	335,103.44	338,454.47	341,839.02	345,257.41	348,709.98	352,197.08	355,719.05	359,276.24	362,869.00	366,497.69	370,162.67	373,864.30	377,602.94	381,378.97	385,192.76	389,044.69	392,935.13
	156.37	157.93	159.51	161.11	162.72	164.35	165.99	167.65	169.33	171.02	172.73	174.46	176.20	177.96	179.74	181.54	183.36	185.19	187.04	188.91
V	377,287.79	381,060.67	384,871.27	388,719.99	392,607.19	396,533.26	400,498.59	404,503.58	408,548.61	412,634.10	416,760.44									

GM REPORT



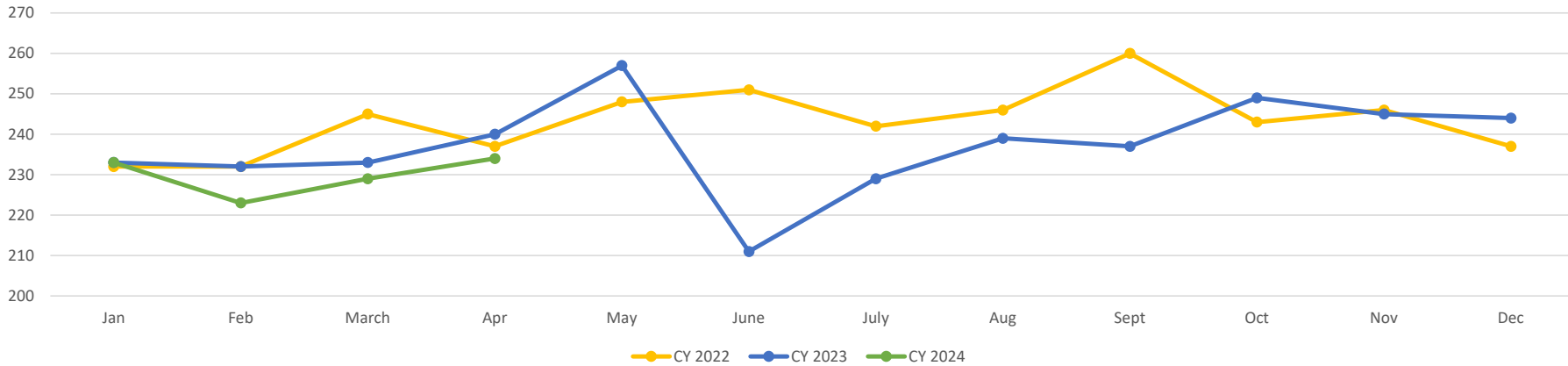
General Manager's Report

Reserve Margin Forecast for April 2024:

Targeted Available Capacity:	272 MW (All Baseloads Available)
Projected Demand:	237 MW
Anticipated Reserve Margin:	35 MW
Interruptible Load Availability:	16 MW
Total Reserves:	51 MW

System Peak Demand:

MONTHLY PEAK DEMAND
THRU April, 2024



General Manager's Report

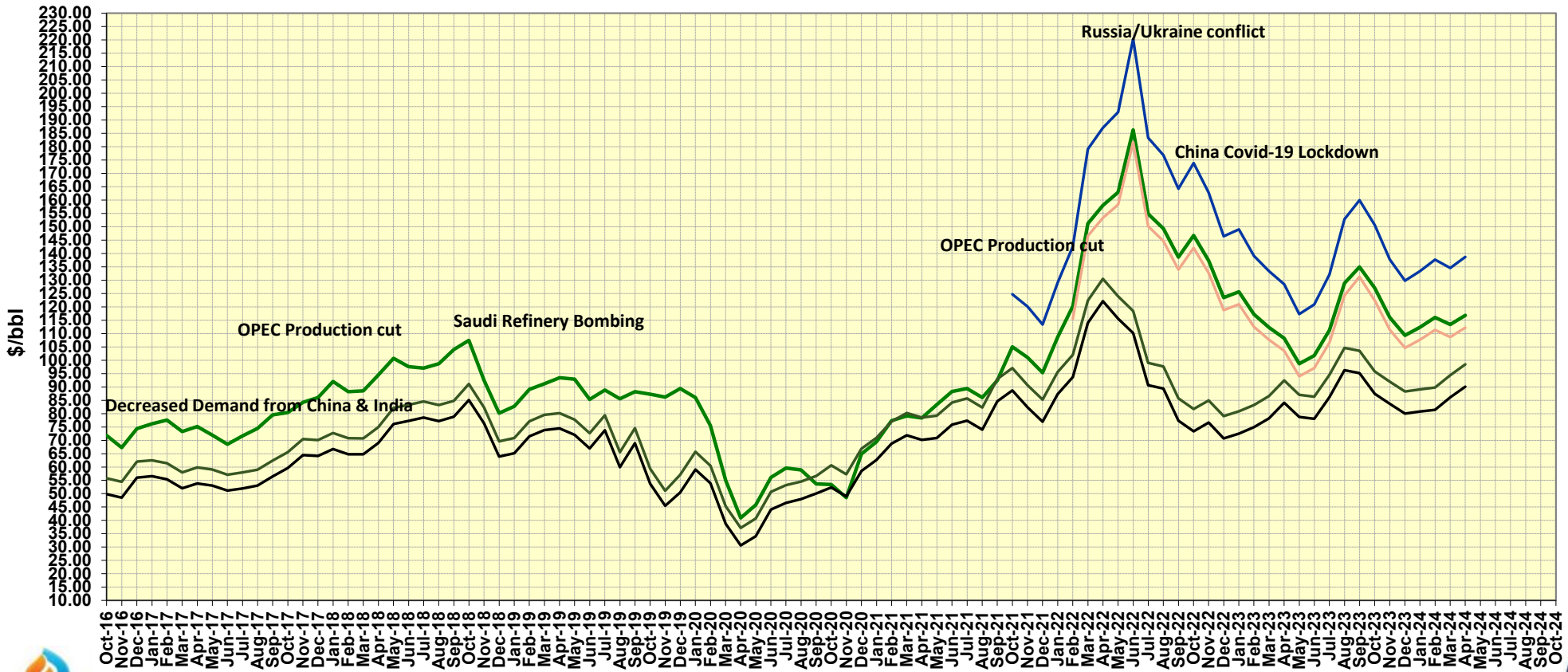
GPA Fuel Landed Cost (Per Barrel as of April 12, 2024)

ULSRFO 0.2% \$138.65

ULSD Bulk \$112.17

Fuel Prices (Landed Cost) - Progressive Chart

ULSD (15ppm S) ULSD (Bulk Landed Cost) HSFO (2.00%S)



General Manager's Report

PUC Update:

GPA Docket - April 25, 2024 Regular Meeting

- GPA Docket No. 24-16: Guam Power Authority Energy Conversion Agreement (ECA) Amendment for the Ukudu Power Plant

Approved Dockets - March 28, 2024 Regular Meeting

- GPA Docket No. 24-15: Petition of the Guam Power Authority to Approve the Award of 20 MW of Temporary Power
 - Passed by the Legislature and signed into law March 8, 2024, Public Law 37-81 - No official copy of public law available online at this time.

Dockets Pending PUC Review:

- GPA Docket 24-03, Petition to Review 12 G.C.A. §8502 (c)(2)(B) relative to Net Metering.



General Manager's Report

Customer Assistance

Prugrãman Ayuda Para I Taotao-Ta Energy Credit

- P.L. 37-66, the fourth extension to energy credit program (January – March 2024) was signed on into law on February 26, 2024.
- GPA received \$5.27 million dollars on March 22, 2024 and the \$100 credit for February 2024 has been applied to all active accounts on March 25, 2024.

Guam Homeowner Assistance Fund Program (HAF)

- *HAF Program has since closed as of January 31, 2024.*

Emergency Rental Assistance Program (ERA)

- \$30,992.27 was applied to qualified ratepayer accounts in the month of March 2024, totaling \$6,806,637.22 since program inception. [Batch 298]

General Manager's Report

Customer Engagement, Community Outreach & Notable Events

GPA Guam Clean Energy Transition Pre-Conference

- On April 8 and 9, ahead of the 15th University of Guam Conference on Island Sustainability, the Guam Power Authority held a two-day pre-conference on at the Hyatt Regency Guam.
- The pre-conference featured 44 speakers comprised of 12 GPA engineers and the other 32 speakers from off-island and various local organizations.
- Various topics under the theme of grid transformation and digital transformation were presented including cyber/physical security, energy efficiency, renewables energy projects/system studies/controls/integration, Statcom, BESS control systems, micro grids, and several others.
- The pre-conference was attended by numerous island dignitaries including the Governor of Guam, heads of each local military branch, several Senators, and members of the Consolidated Commission on Utilities and the Public Utilities Commission.



General Manager's Report

Customer Engagement & Community Outreach

School Outreach: **B.P. Carbullido Elementary Career Day (March 20, 2024)**

- GPA booth had personnel protective equipment (PPE) and 2 bucket trucks on static display.
- T&D crew consisting of John F. Castro, Paul F.C. Blas, Mark Patrick Molo, Nathan Quinata and Tovin Mesa discussed their duties and responsibilities as Linemen. The team demonstrated how to use their PPEs and how to properly ascend in a bucket truck.
- Chanel Jarrett from the Human Resources Office discussed some of the careers, apprenticeship programs and internships available at GPA such as linemen, engineers, accountants, etc...
- Communications personnel discussed energy-efficiency, power conservation tips along with the "Beat the Peak" campaign.
- A total of approximately 50 students from the 1st grade class visited the GPA booth.



General Manager's Report

Customer Engagement & Community Outreach

Outreach: Guam Energy Expo (April 13, 2024)

- Partnership between Guam Energy Office and Guam Power Authority.
- GPA booth had a spinning wheel featuring GPA promotional items as prizes and laptops for GPA website demonstrations to visitors.
- Harvey Camacho and Victor Torres from SPORD provided information to visitors on how to use tools such as MyEnergy Guam, Online Rebates and Home Energy Audits.
- Micah Perez from Customer Service and Laurie Tumaneng from Executive Office along with Communications personnel discussed energy-efficiency, power conservation tips with patrons of the GPA booth.



General Manager's Report

Workforce Succession & Planning Updates



APPRENTICE

5th Cycle – Completed Oct 2023

6th Cycle – Completion Oct 2024

7th Cycle – Onboarding April 22, 2024



INTERNSHIP

Extended Terms and Internship Areas

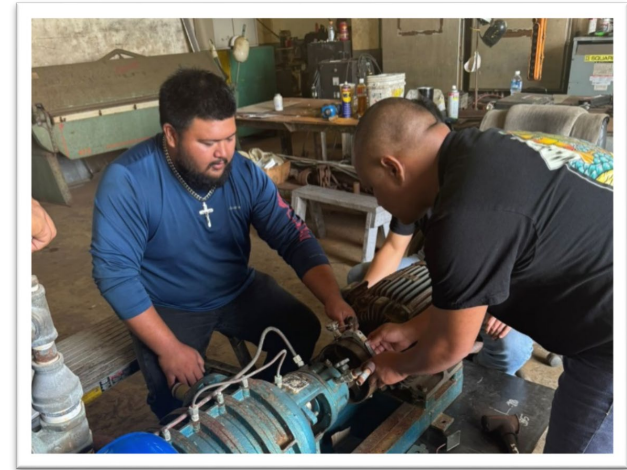
-Cybersecurity

-Human Resources

-Finance

-Engineering

-MOU between UOG and GPA signed on April 4, 2024



IN-HOUSE TRAINING

1st cycle – Trainees complete in year 2; Completion Mar 2025

2nd cycle – Recruitment in progress

General Manager's Report

New Power Plant Update: GPA Activities

Completed:

- ECA Amendment: Signed on March 17, 2021.
- Resolution on Section 106 process between Navy/SHPO/GPA (cultural process)
- Archaeological Inventory Survey of Ukudu Site
- Cultural Survey for boring scope fuel/water/power project areas (outside of plant)
- Baseline noise study for Piti 41 MW diesel generator plant site.
- Water Supply and Discharge Agreement signed.
- Approval of research design for boring of proposed site in Piti for diesel generator relocation
- Approval of Archaeological Monitoring & Discovery Plan for pipeline construction
- Public Law 36-91 was signed on 4/11/22 for exemption of construction of Reserve Facility in Piti.
- GHPO Concurrence of Section 106 of the bull cart trails
- Land Lease Agreement was signed by Governor, Lt. Governor and Attorney General on July 6, 2022
- Geotechnical boring test report at the Piti site completed.
- GPA approves remaining Phase 5 & 6 construction permits.
- GPA obtains MEC specialist for construction support at Nimitz allowing excavation to resume on Nov. 1, 2022
- GPA obtains easement to avoid Chaot river area near Route 4 in Sinajana for pipeline construction.
- GPA provides notice to Navy of work starting on the bullcart trails along the pipeline route after Navy NEPA process.
- GPA obtains signage requirements for bullcart trails from Navy.
- CCU officially approves cancellation of Reserve Facility.
- Governor visits plant site on Feb. 2, 2023
- GPA obtains GEPA approval for Land Use Control Work Plan.
- PUC officially approves cancellation of Reserve Facility.
- GPA received overview of commissioning plan from GUP commissioning team on Apr. 12, 2023.
- GPA met with GUP/DUP on Jun 7th, 2023 to discuss the impact of Typhoon Mawar and the actions required to mitigate the damage.
- GPA and GUP reached an agreement on Dec. 6th, 2023 to establish the new Required Commercial Operation Date (RCOD) for Sep. 30th, 2025.
- **CCU officially approves Ukudu Power Plant ECA Amendment on March 26th, 2024**



General Manager's Report

New Power Plant Update: GPA Activities (continued)

Ongoing / Pending:

- Archaeological & Cultural Requirements:
 - ✓ Archaeological monitoring for pipeline construction work (Chaot & Nimitz areas).
 - ✓ Archaeological monitoring is nearly completed for all required areas.
 - ✓ Archaeological monitoring is completed for all pipeline work. GPA assessing if further monitoring is required in additional areas.
- Water & Wastewater Requirements:
 - ✓ Change of Law issues due to update GWA NPDES permit affecting discharge of wastewater from cooling system. Follow-up with GWA on the NPDES permit modification.
- Construction Permit & Drawing Reviews:
 - ✓ Interconnection and pipeline design documents are being reviewed for approval.
- Reserve Facility:
 - ✓ Reviewing draft ECA amendment provided by GUP
- Other:
 - ✓ Monthly project reviews including Project Schedule.
 - ✓ Weekly meetings on contract items and ongoing construction activities and pending issues
 - ✓ Coordination with Navy on excavation activities for pipeline construction
 - ✓ Coordination with GUP/DUP on construction activities within Harmon Substation
 - ✓ GPA preparing response to GUP force majeure claim.
 - ✓ GPA is reviewing GUP's proposal to change fuel pump configuration.
 - ✓ GPA is assisting DUP with work within Harmon Substation
 - ✓ GPA work includes installation of line guards, outage coordination, providing materials, stringing transmission lines, etc.
 - ✓ **GPA T&D has nearly completed stringing transmission lines from Harmon Substation to Ukudu AIS**

General Manager's Report

New Power Plant Update: GUP Activities (Contractor)

Typhoon Mawar Restoration:

- DUP structural engineer arrived on island Jun. 7th, 2023 to perform damage assessment.
- Switchgear and HRSG technical advisors arrived on island on Jun. 8th, 2023 to assess extent of the damage.
- GUP is requesting for a 14.5 month extension to the required Commercial Operation Date.
- GUP reviewing treated water tank demolition plan.
- Completed demolition of fire-water tank.
- GUP finalizing decision for MV switchgear repair/replacement.
- Demolition of all damaged ULSD and treated water tanks are completed. DUP has resumed vertical welding of tank walls.
- **Tank Restoration Progress:**
 - Treated Water Tank A - 45%
 - Treated Water Tank B - 51%
 - ULSD Tank A - 79%
 - ULSD Tank B - 65%

Completed:

- EPC Contract - Doosan
- Height Variance for Ukudu Site
- Financing Contracts Signed - Equity Bridge Loan in place. Senior loan requires air permit and land lease legislation for funds drawdown.
- Down payment to Siemens to secure Turbine Order (long lead item)
- Survey Maps for land lease recorded at Dept. of Land Management
- Phase I for Ukudu Plant construction permit approved. Foundation work is ongoing.
- GUP issues Notice to Proceed to EPC on May 31, 2022.
- Land Lease Agreement was signed by Governor, Lt. Governor and Attorney General on July 6, 2022
- GEPA approves and issues Ukudu Air Permit on 7/20/22 during construction ground breaking ceremony.
- KEPCO/GUP achieves financial close on September 30, 2022.
- Obtained DPW heavy haul permit on Feb. 3, 2023
- Delivered letter to GPA for review requesting additional compensation for increased costs and delays.
- Completed all heavy haul transports on Apr. 24th, 2023.
- Obtained permit approval for reuse water pipeline installation from DPW and GEPA.
- GUP/DUP presented Route 16 work plan to DPW on Nov. 2nd, 2023.
- GUP/DUP submitted complete package requested by DPW for the Route 16 permit on Dec. 13, 2023.
- GUP/DUP acquired encroachment permit from DPW to begin work along Route 16. Construction began on Jan. 26th, 2024
- GUP submitted draft ECA amendment on Feb. 8th, 2024 for lenders and GPA review

Typhoon Bolaven:

- Site was not affected by the typhoon and equipment was well preserved.



General Manager's Report

New Power Plant Update: GUP Activities (Contractor) Ongoing / Pending: *(continued)*

Construction

- Power Plant - All 6 phases of plant building construction permits were issued by Oct. 2022.
- Pipeline -
 - Construction of above-ground pipeline pedestals is ongoing
 - Excavation has started on Route 34..
 - Began construction on Route 16 on Jan. 26,2024
 - Excavation began near the Barrigada Post Office on Feb. 12, 2024.
 - **GUP/DUP is working with DPW to acquire encroachment permits for the remaining segments of Route 16.**

Transmission Line

- Design and material specifications under review.
- Anticipating construction early 2023 pending permit approval.
- Cleared area between Harmon Substation and Ukudu Plant for new transmission lines.
- Pole foundation work is completed within Harmon Substation.
- **Installation of transmission line between Harmon Substation and Ukudu Plant is ongoing.**

Existing Pipeline Cleaning & Demolition

- GPA continues to work with GEPA on a Land Use Control document regarding Route 16 (Airport) to Route 34 abandonment plan.

Reserve Facility

- Provided draft ECA amendment to GPA.

Schedule Update

- GUP submitted updated schedule on Sep. 13, 2023 with a Jan, 2026 Commercial Operation Date
- GUP submitted "accelerated" schedule on Sep. 13, 2023 with a Sep, 2025 Commercial Operation Date
 - GPA is reviewing GUP's \$12 million dollar request to accelerate schedule
 - **The new COD has been determined by GPA and GUP. Pending ECA amendment approval from PUC.**

Transportation Logistics

- EPC continues to work with DPW on transport plan from Port to Ukudu site.
- Bridge analysis dictating required transport equipment.
- Temporary bridge delivered as required by DPW as backup for any bridge damage due to limited alternate routes in some areas.
- Transportation will take several hours over several days to move HRSG modules and will affect traffic during movement.
- Weekly meetings being held to discuss plans and requirements.
- 25 heavy cargo movements expected thru April 2023
- Demonstration of the Self-Propelled Modular Transporter (SPMT) was provided to DPW, GUP, DUP and GPA representatives on Oct. 27 at the Port.
- First heavy cargo shipment arrived on Guam on Nov. 2 which contains the 12 HRSG modules. It is being stored at the Port.
- Doosan team has hired media group to provide public outreach.
- Heavy haul transportation ongoing. First transport began Feb 4th.
- Painting of newly constructed medians is completed.



General Manager's Report

Ukudu Power Plant Construction Status

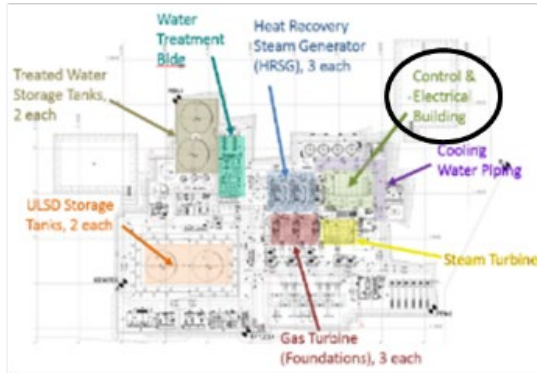
Plant construction progresses steadily. Major Ongoing work includes: Restoration of ULSD and Treated Water tanks, electrical terminations in the AIS building, firefighting tank roof installation, and switchgear repairs in the CEB building.

Actual accumulated progress including Engineering, Procurement, and Construction: **82.61%**
(as of February 29, 2024)



General Manager's Report

Ukudu Power Plant Construction Status



Control & Electrical Building



Control Room – Workstations are in place

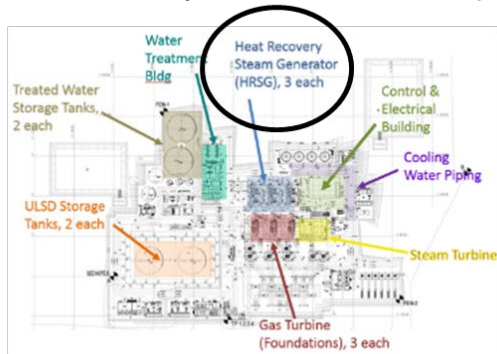


MV Switchgear Area



General Manager's Report

Ukudu Power Plant Construction Status Heat Recovery Steam Generator (HRSG)



HRSG 1-3: Steel Structure & Drum Installation Work is ongoing



HP/IP Feedwater Pump Foundation work is ongoing between HRSG #1 and HRSG #2



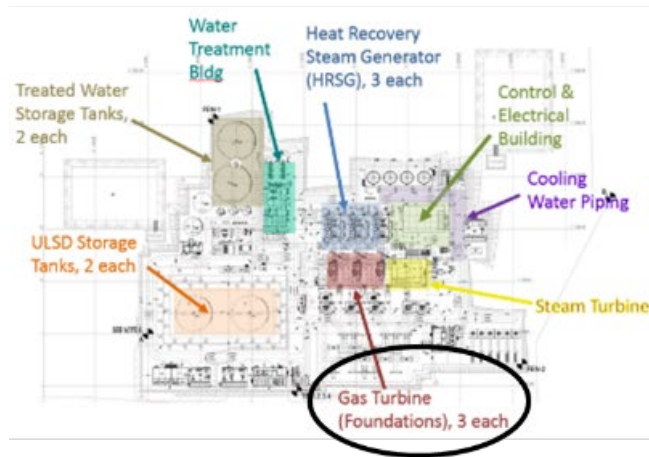
Installation of HRSG 2 outlet stack is completed



General Manager's Report

Ukudu Power Plant Construction Status

Gas Turbines & Generators

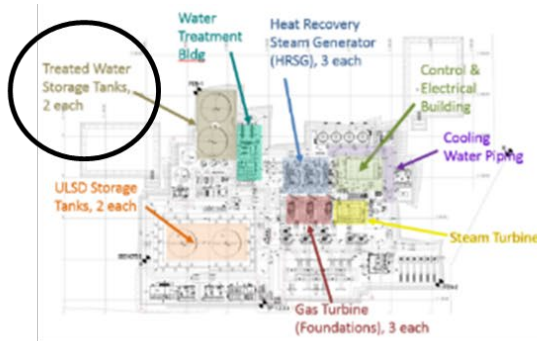


GTG Building – Air intake and piping installation is in progress



General Manager's Report

Ukudu Power Plant Construction Status



Treated Water Storage Tank A – 4 Courses of Steel Walls are in place

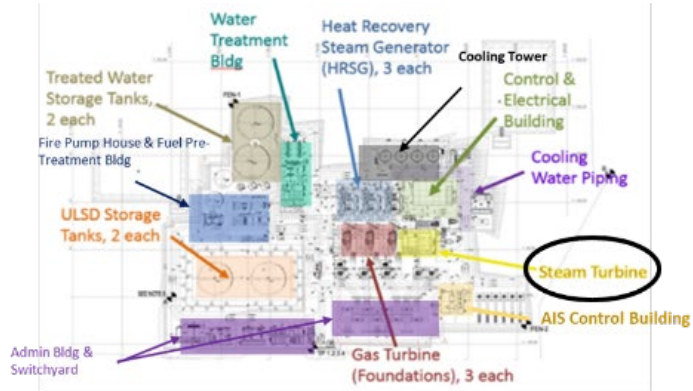


Treated Water Storage Tank B – 5 Courses of Steel Walls are in place



General Manager's Report

Ukudu Power Plant Construction Status



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

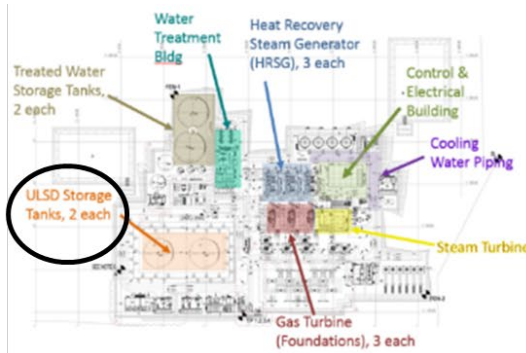


Steam Turbine & Generator Building – Shaft alignment activities are ongoing



General Manager's Report

Ukudu Power Plant Construction Status



ULSD Storage Tank A – Installation is in progress for the 6th level of steel walls

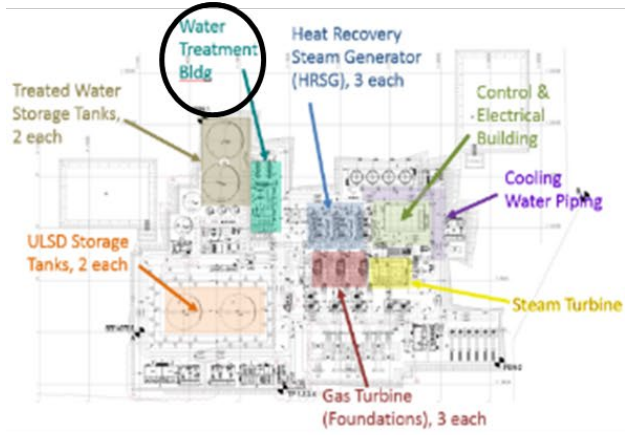


ULSD Storage Tank B – Installation is in progress for the 5th level of steel walls



General Manager's Report

Ukudu Power Plant Construction Status

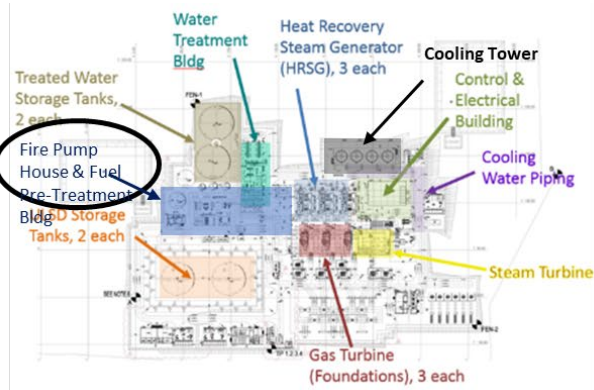


Water Treatment Building – Equipment installation and piping work is ongoing.



General Manager's Report

Ukudu Power Plant Construction Status

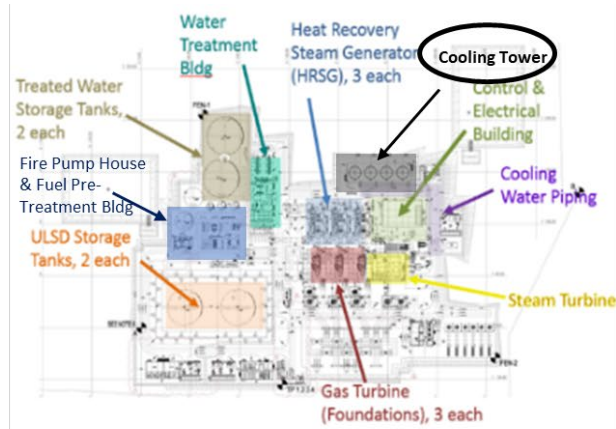


Fire Pump House– External piping towards Firefighting tank is being installed



General Manager's Report

Ukudu Power Plant Construction Status

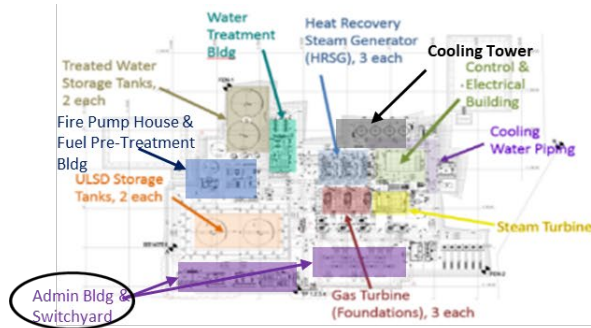


Cooling Tower & Basin – FRP structure assembly is in progress



General Manager's Report

Ukudu Power Plant Construction Status



Switchyard Building – Electrical terminations are nearly completed

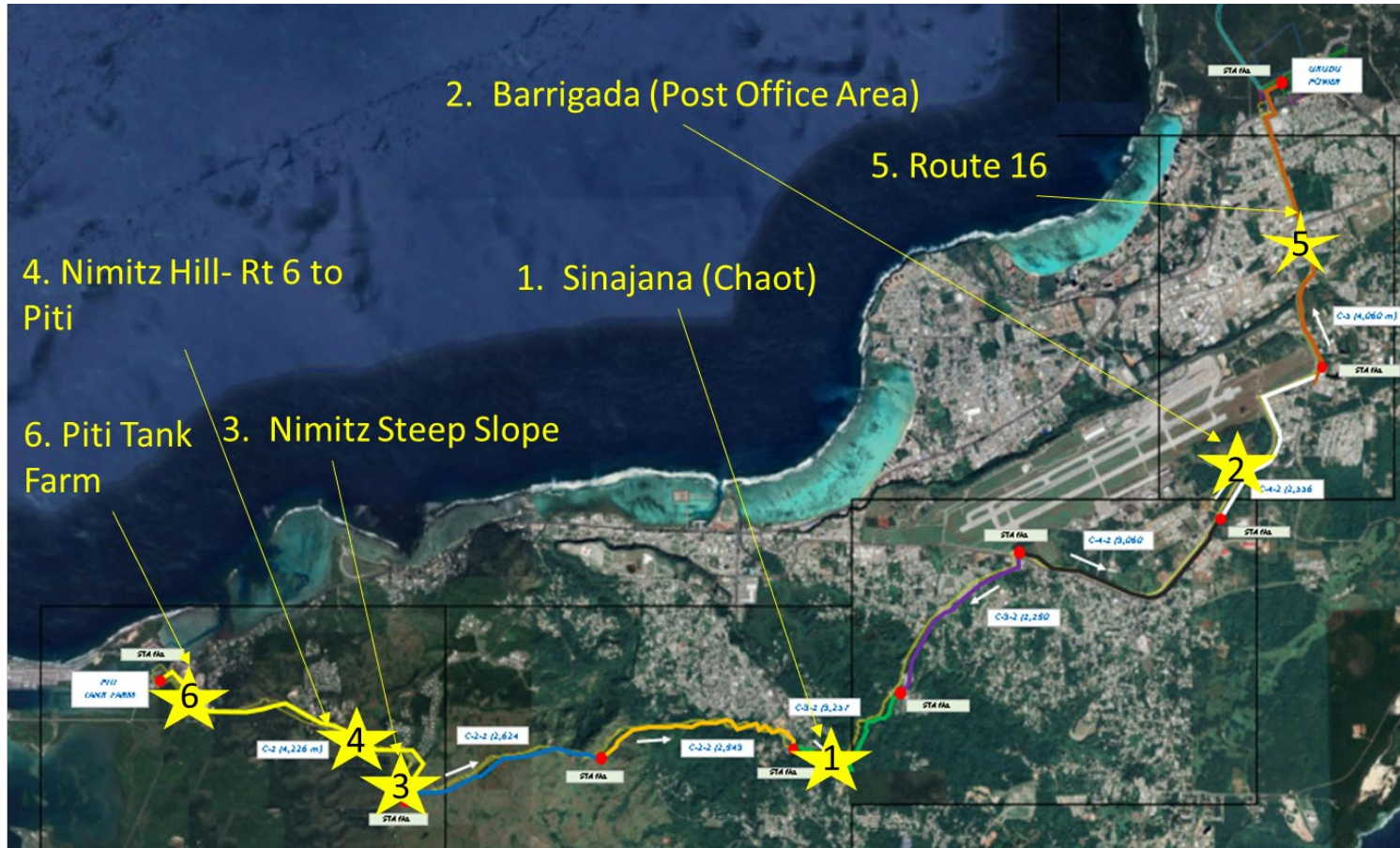


Switchyard – Gravel is being placed in the east side of the AIS yard



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. Construction of FO manhole is also underway.



2. Barrigada (Post Office)

Pipeline installation and is ongoing at the Barrigada Post Office

