



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, May 23, 2024

AMENDED 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](#)
 - 2.2 [GPA Resolution No. FY2024-21 / Resolution No. 21-FY2024 \(GWA\) – Relative to Authorize the Guam Power Authority and the Guam Waterworks Authority to Award a Contract for Merchant Banking Services and to Petition the Guam Public Utilities Commission for Approval](#)
 - 2.3 [*GPA Resolution No. FY2024-22 – To Authorize the Management of the Guam Power Authority to Petition the Guam Public Utilities to Maintain the Levelized Energy Adjustment Clause \(LEAC\) for the Periods of August 1, 2024 through January 31, 2025](#)
 - 2.4 [GPA Resolution No. FY2024-23 – Relative to Authorizing the Issuance and Sale of Guam Power Authority Revenue Bonds, Approving Forms of Related Documents, Agreements and Actions and Authorizing the Execution and Delivery Thereof](#)
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: May 28, 2024, Tuesday, 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.

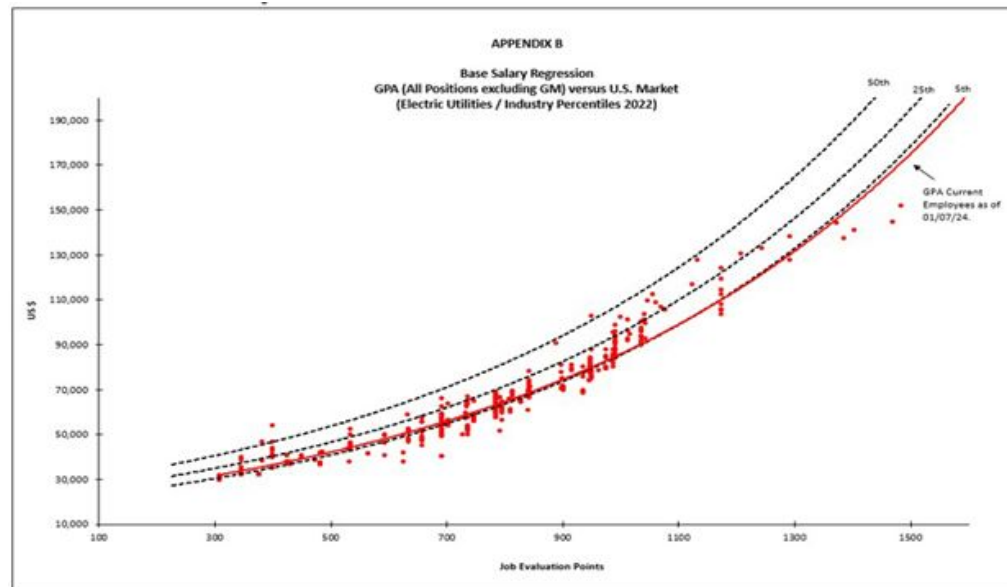


GPA Resolution No. FY2024-007

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.

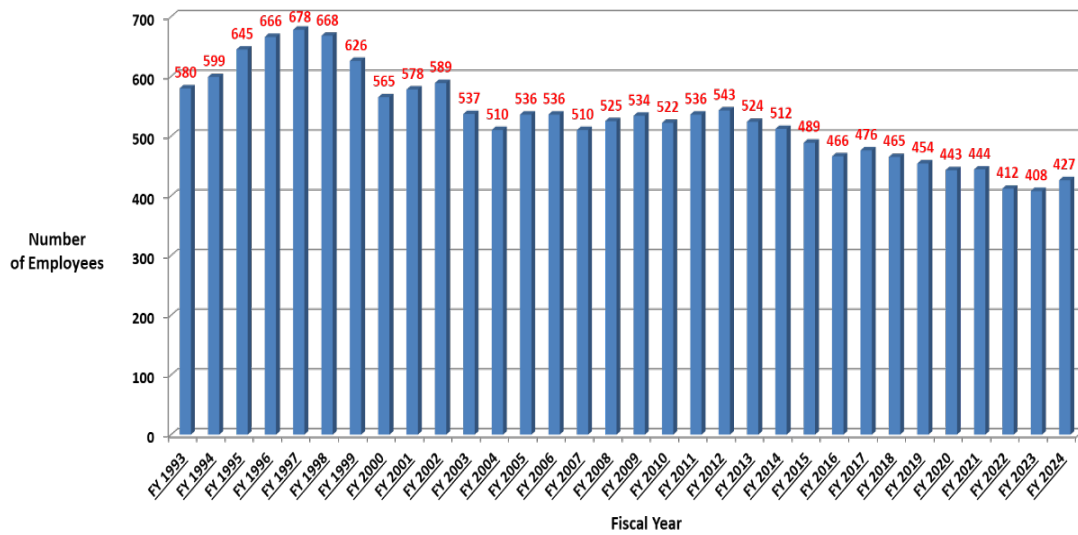


GPA Resolution No. FY2024-007

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

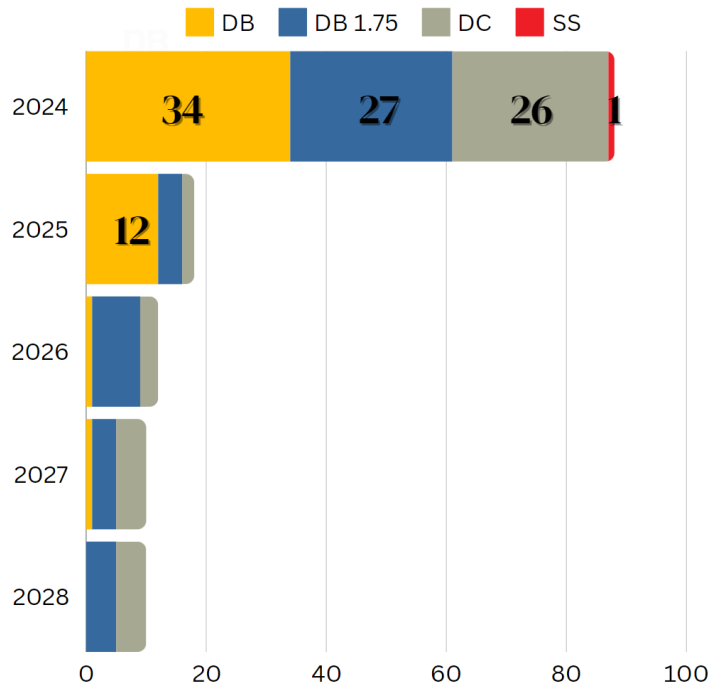
| Reason | FY 2019 | FY 2020 | FY 2021 | FY 2022 | FY 2023 | FY 2024 | Total |
|-----------------------|-----------|-----------|-----------|-----------|-----------|----------|------------|
| Retirement | 17 | 15 | 20 | 31 | 12 | 2 | 97 |
| Fed/Contractor | 4 | 1 | - | 2 | 5 | 1 | 13 |
| Relocation Off-Island | 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 | 200 |



GPA Resolution No. FY2024-007

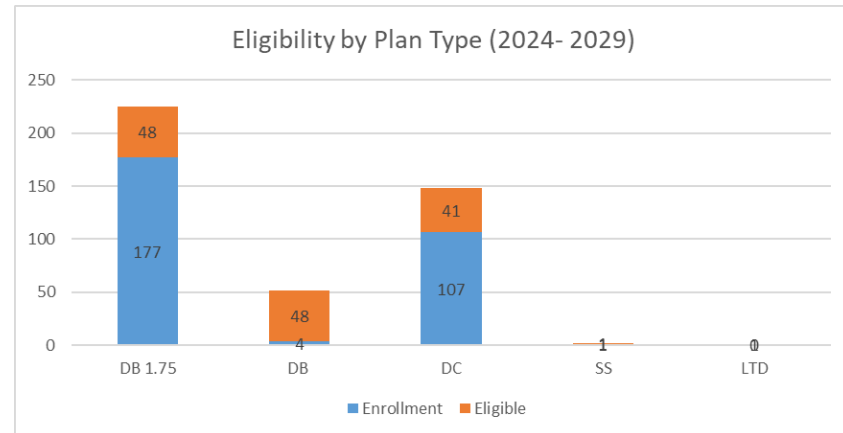
Relative to the Approval of a Unified Pay Scale and Adoption of 2022 Market Update and Implementation Plan for the Guam Power Authority

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



GPA 5-Year forecast

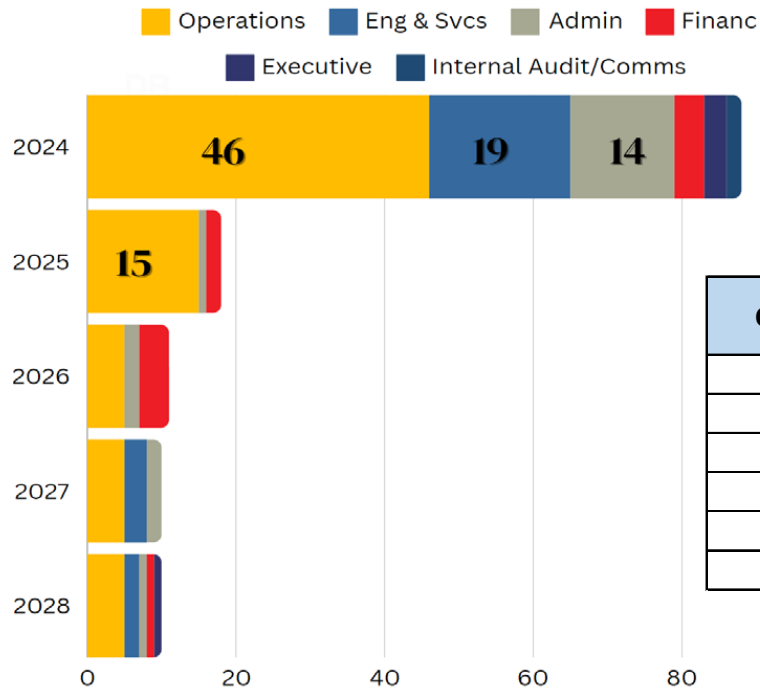
| CY | DB | DB 1.75 | DC | SS | Total |
|--------------|-----------|-----------|-----------|----------|------------|
| 2024 | 34 | 27 | 26 | 1 | 88 |
| 2025 | 12 | 4 | 2 | - | 18 |
| 2026 | 1 | 8 | 3 | - | 12 |
| 2027 | 1 | 4 | 5 | - | 10 |
| 2028 | - | 5 | 5 | - | 10 |
| Total | 48 | 48 | 41 | 1 | 138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



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?



| Calendar Year | Operation | Eng & Svcs | Admin | Finance | Executive | Internal Audit & Comms | Total |
|---------------|-----------|------------|-------|---------|-----------|------------------------|-------|
| 2024 | 46 | 19 | 14 | 4 | 3 | 2 | 88 |
| 2025 | 15 | 0 | 1 | 2 | 0 | 0 | 18 |
| 2026 | 5 | 0 | 2 | 4 | 1 | 0 | 12 |
| 2027 | 5 | 3 | 2 | 0 | 0 | 0 | 10 |
| 2028 | 5 | 2 | 1 | 1 | 1 | 0 | 10 |
| Total | 76 | 24 | 20 | 11 | 5 | 2 | 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

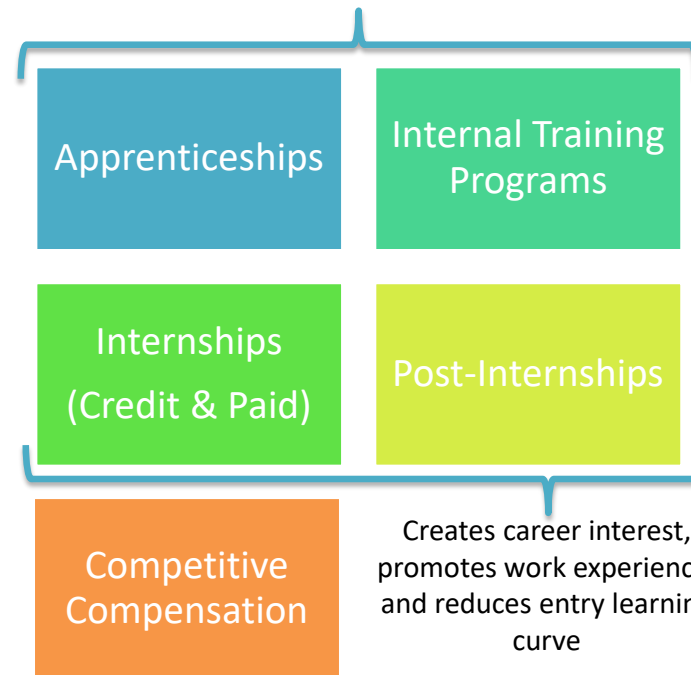
- Finance
- Engineering
- Cybersecurity
- Human Resources
- Other Public Administration & Business Administration Fields

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



Creates career interest, promotes work experience, and reduces entry learning curve



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

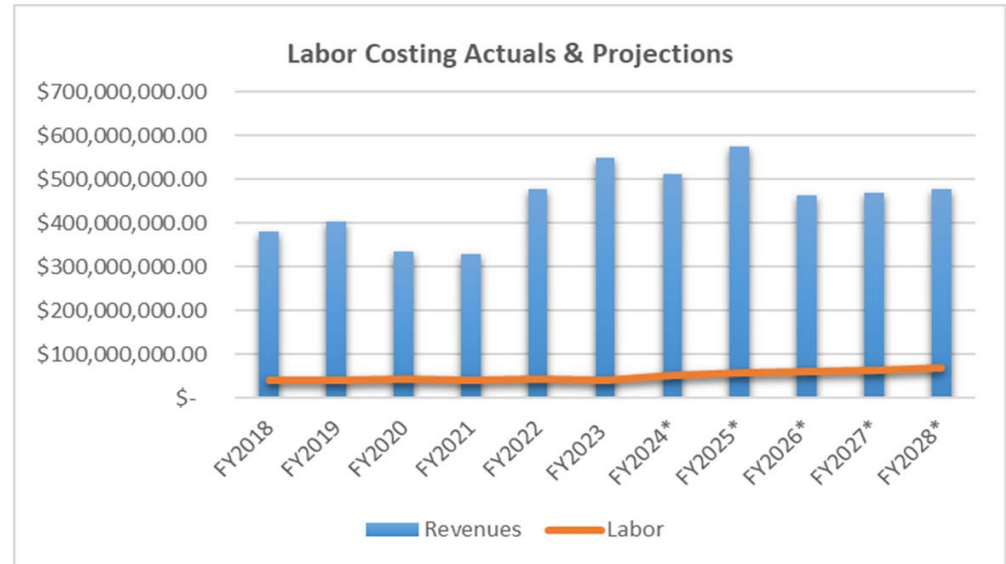
How much will it cost?

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 review
26 update conducted by Alan Searle and Associates, including implementation of a
27 new and adjusted Strategic Pay Scale for all Certified, Technical, and Professional
28 (CTP) positions. (See Exhibit B, Appendix B12 - B15).
 - 29 3. The GPA General Manager to implement incremental structural pay adjustments
30 using the 2022 pay scale and market data to the 30th market percentile in FY2024,
31 and incrementally thereafter to reach the 50th market percentile by FY2028. The
32 General Manager may determine the breadth and application of sub-steps to
determine the implementation ranges.

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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 28th day of May, 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
Summary of Labor Cost over Base Rate Revenues

| Fiscal Year | Approved Budget Base Rate Revenues | Actuals Base Rate Revenues | Total Labor Cost | % of Actual Labor over Actual Base Rate Revenues |
|-------------|------------------------------------|----------------------------|------------------|--|
| FY2018 | \$ 165,064,000 | \$ 160,761,874 | \$ 40,499,364 | 25.19% |
| FY2019 | \$ 165,002,000 | \$ 160,864,812 | \$ 39,738,875 | 24.70% |
| FY2020 | \$ 163,763,000 | \$ 156,707,122 | \$ 41,283,657 | 26.34% |
| FY2021 | \$ 155,000,000 | \$ 143,427,363 | \$ 40,289,146 | 28.09% |
| FY2022 | \$ 156,200,000 | \$ 157,807,717 | \$ 43,989,809 | 27.88% |
| FY2023 | \$ 160,800,000 | \$ 148,761,099 | \$ 42,037,232 | 28.26% |
| FY2024* | \$ 157,800,000 | \$ 65,105,000 | \$ 21,167,112 | 32.51% |

* YTD Actuals 2/28/24



GUAM POWER AUTHORITY

ATURIDĀT ILEKTRESEDĀT GUĀHAN
P.O.BOX 2977 • HAGĀTŊĀ, 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

ATURIDĀT ILEKTRESEDĀT GUĀHAN
P.O.BOX 2977 • HAGĀTŊA, 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**
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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**
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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

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**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
-
- A diagram illustrating the regression analysis process. It shows two curved arrows: a light blue arrow pointing from the 20% weight of Internal Equity to the 80% weight of External Equity, and a yellow arrow pointing from the 80% weight of External Equity to the text "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)



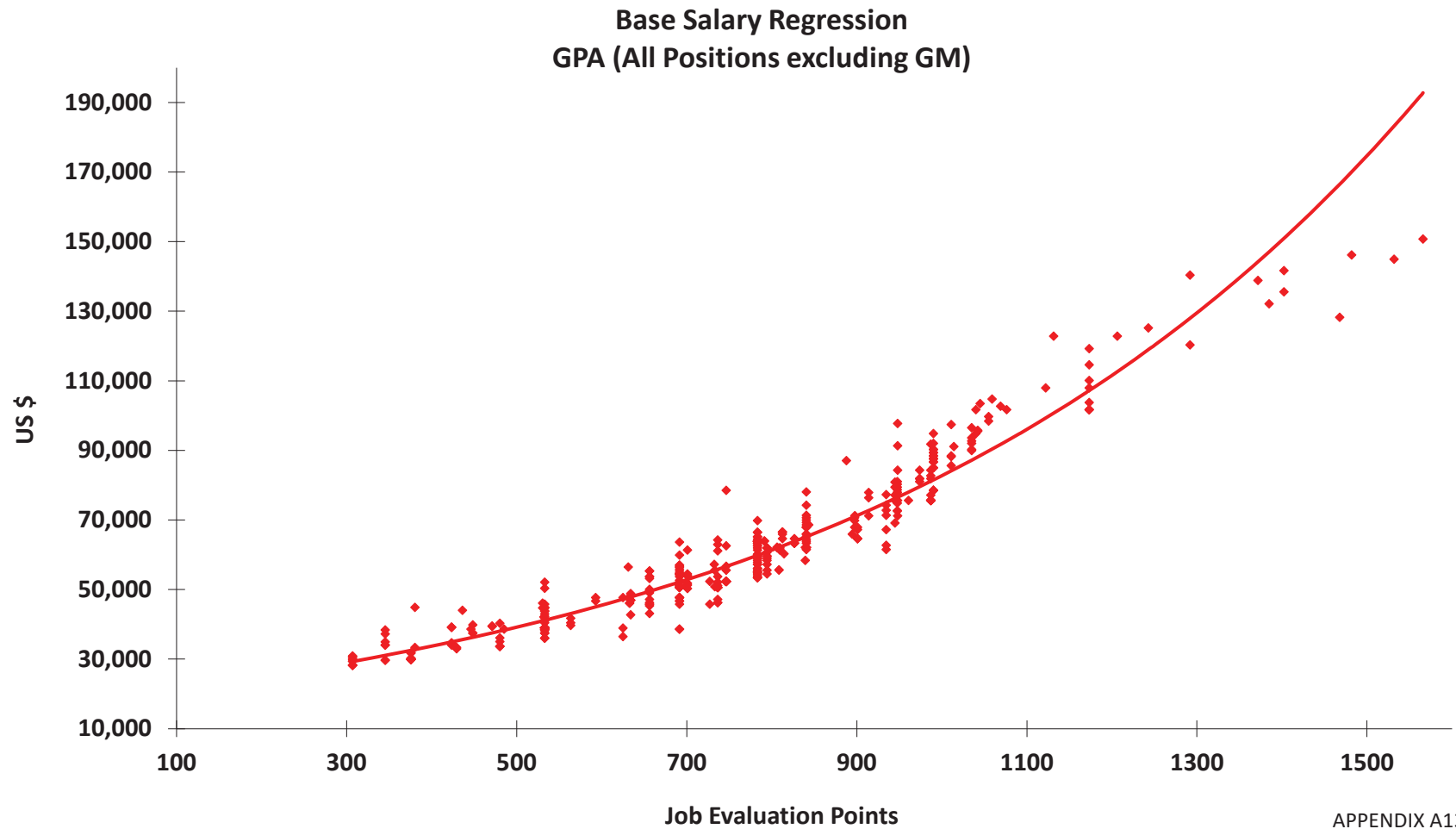
COMPENSATION MODEL

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

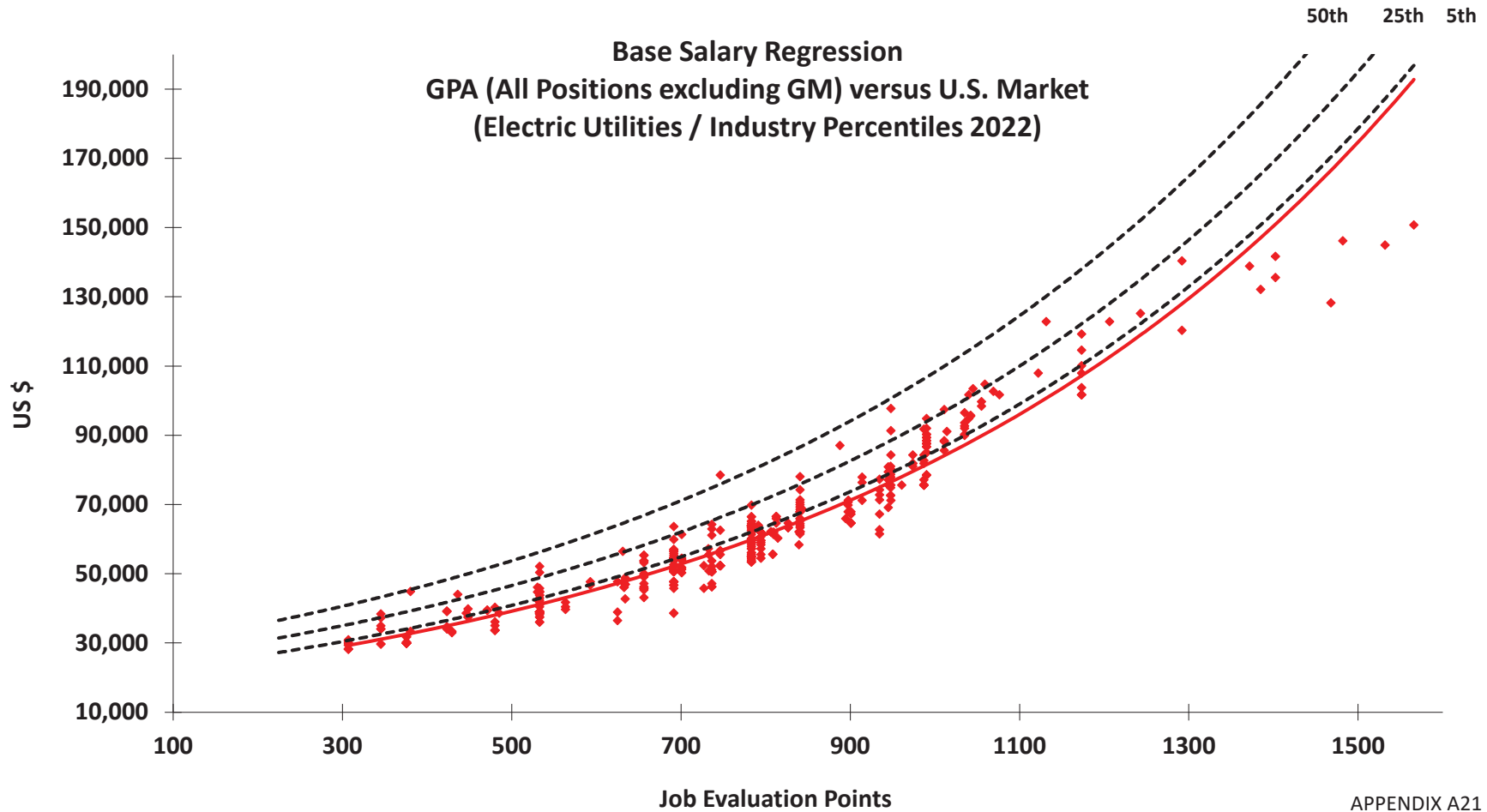
Appendix B : Page 11 (Handout)

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



REGRESSION ANALYSIS - GPA

APPENDIX B

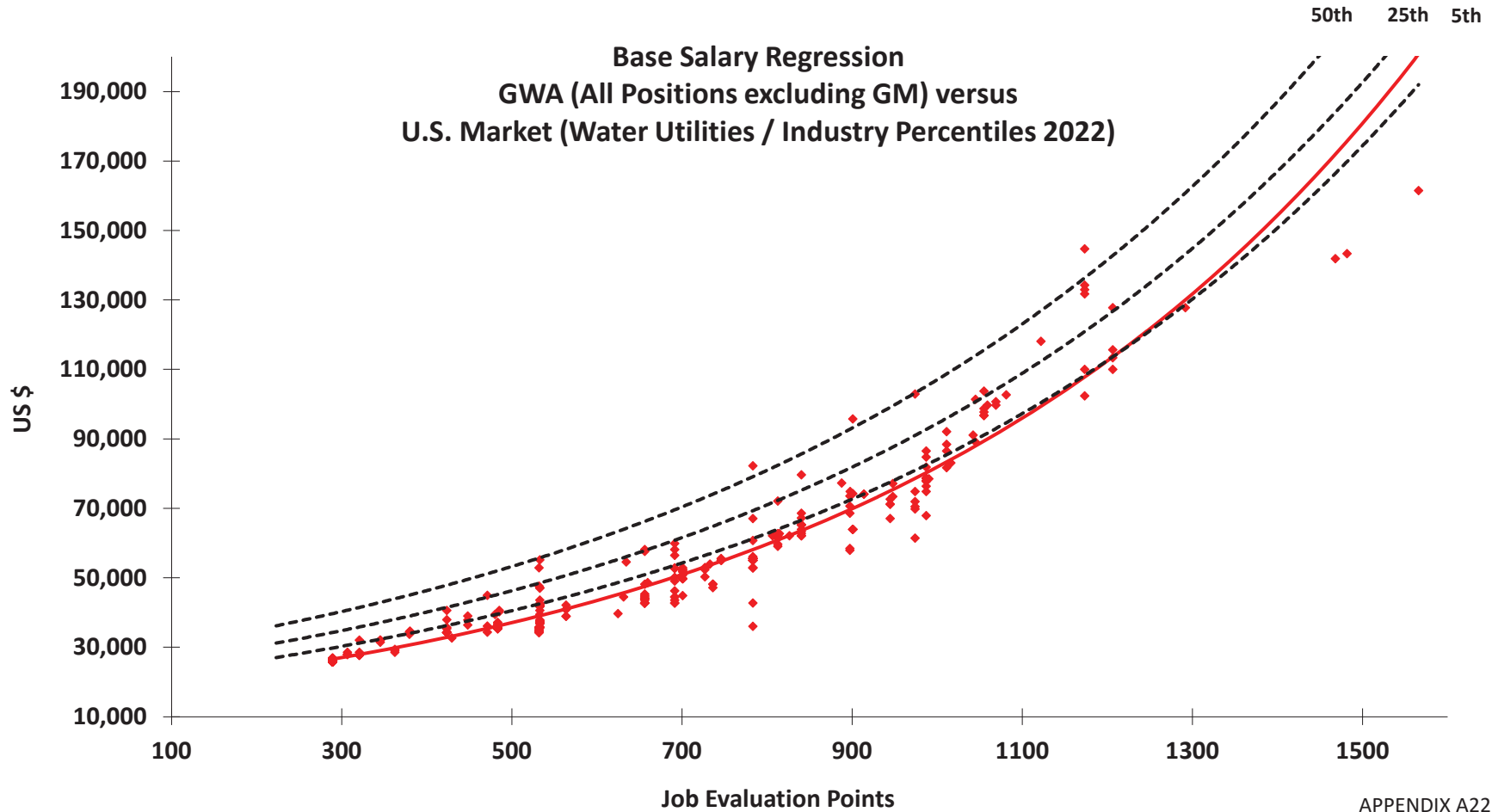


APPENDIX A21



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)



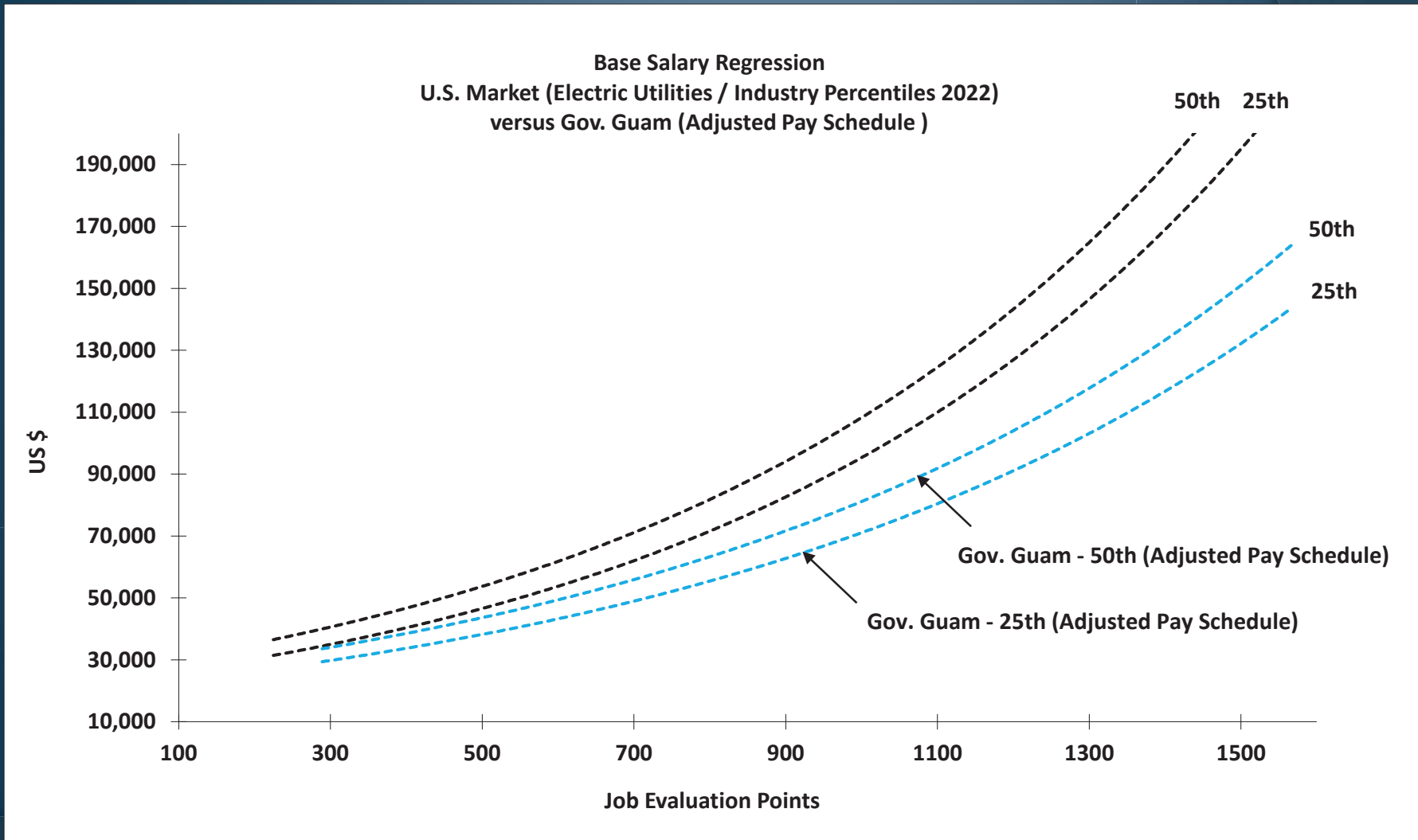
The Basic Premise :

“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

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U.S. Inflation Rates : 2008 - 2022

September 2023 - 3.7%



APPENDIX A28



3. INDUSTRY SALARY TRENDS

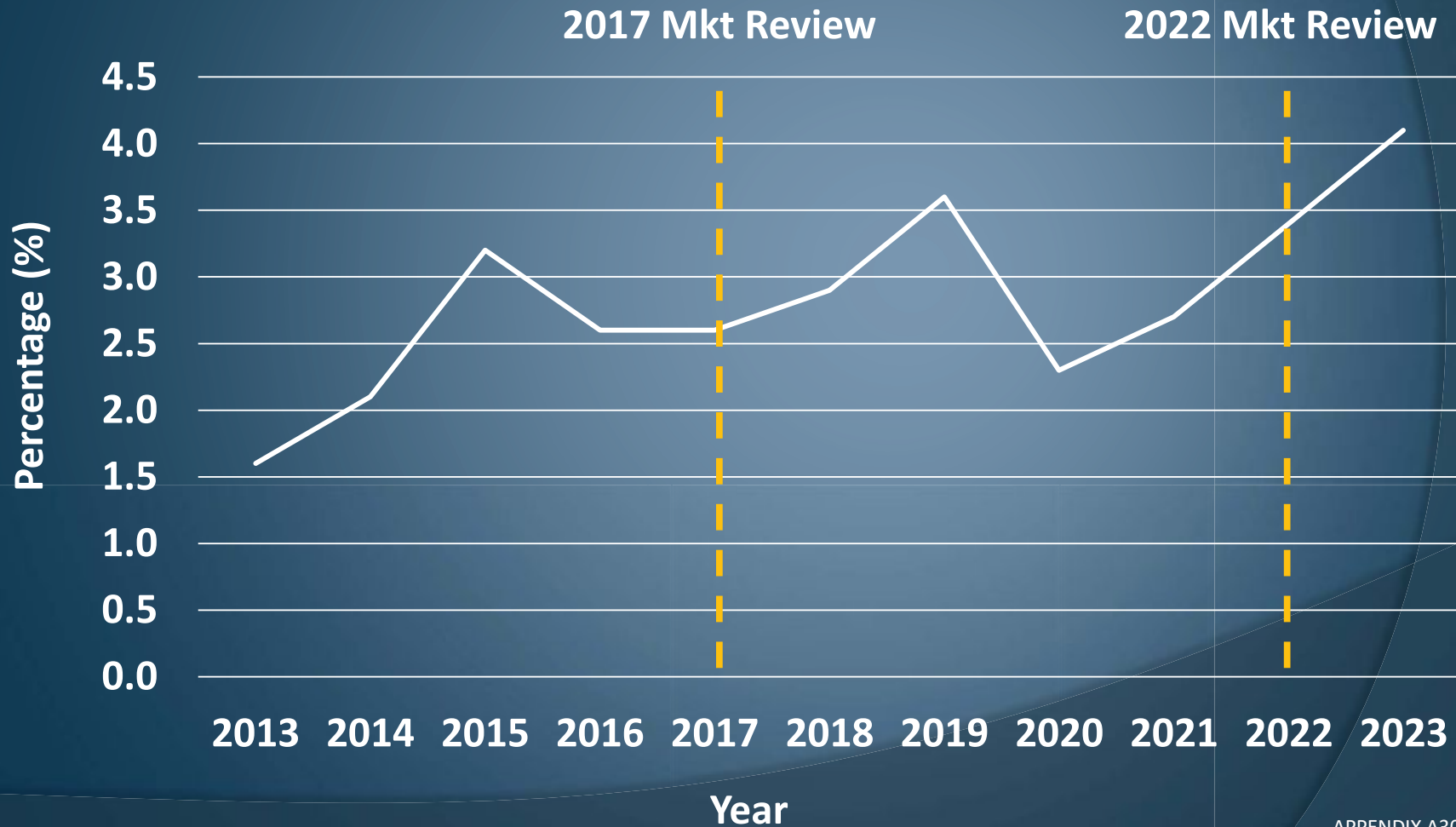
National salary growth within the U.S. is approximately 3% annually (average)

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 |

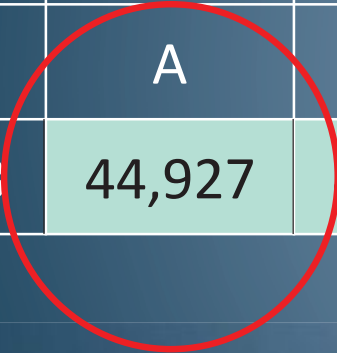
Comparator Value (Costings Historically)



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



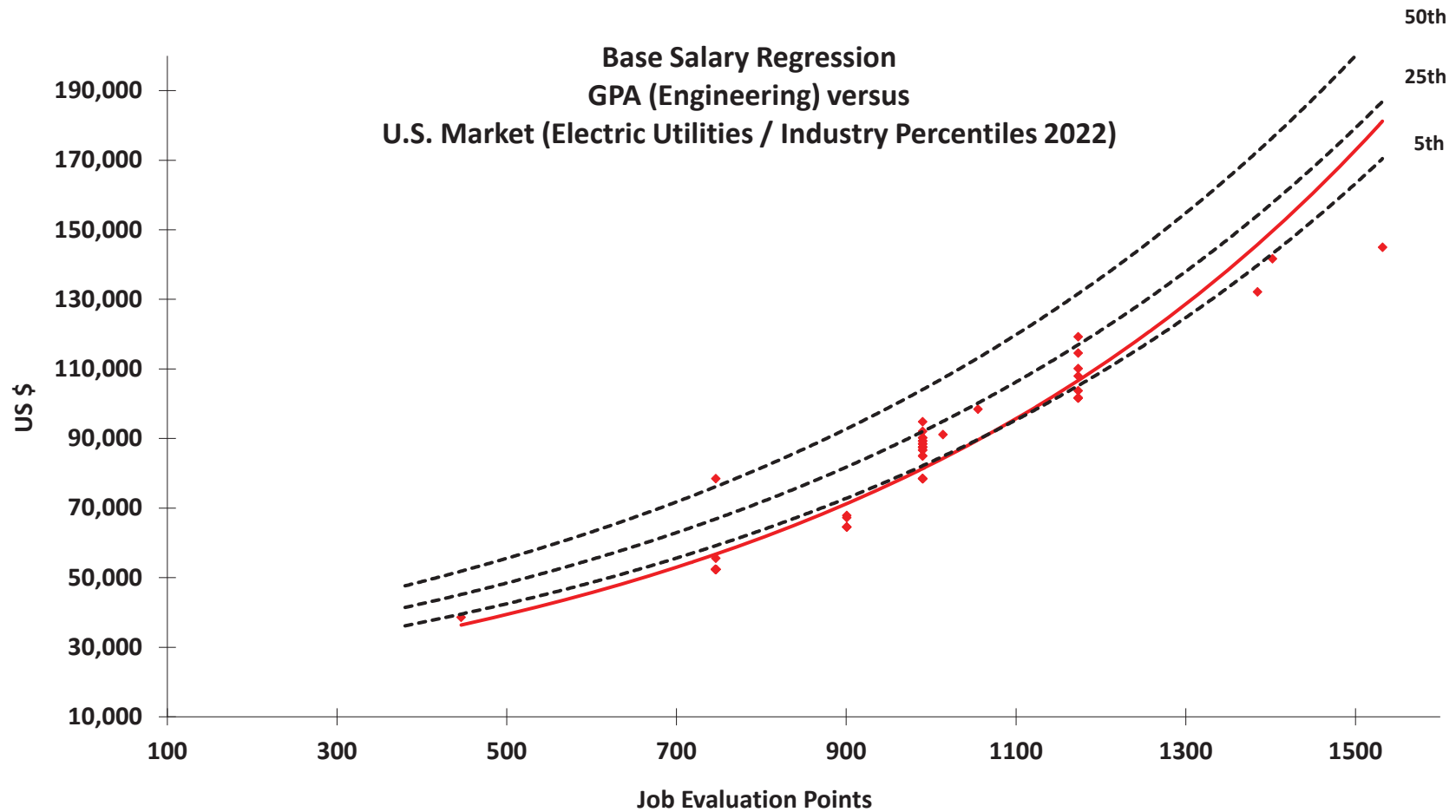
2. Migrating selected positional groups

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

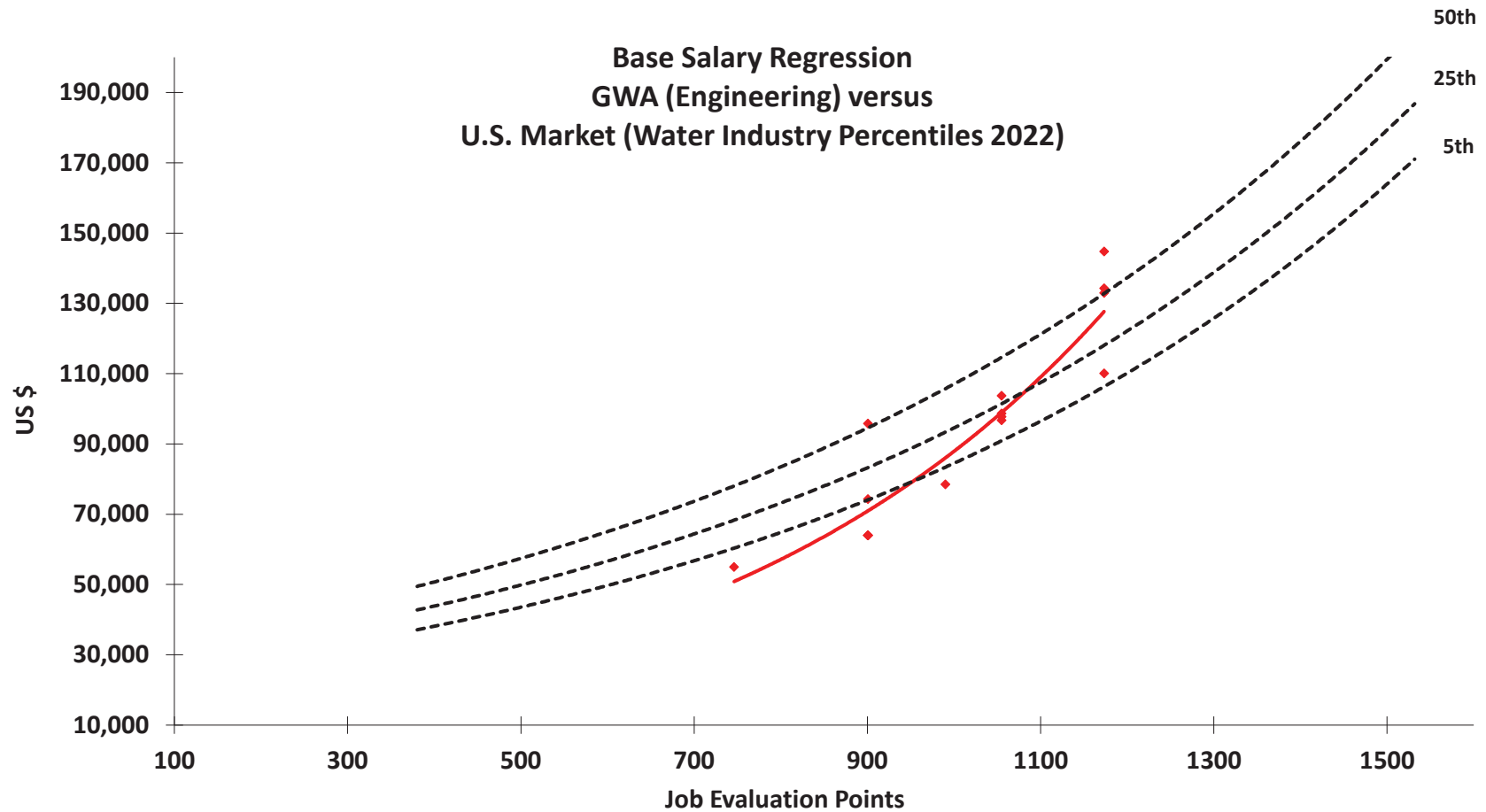
APPENDIX C





REGRESSION - GWA Engineering

APPENDIX C





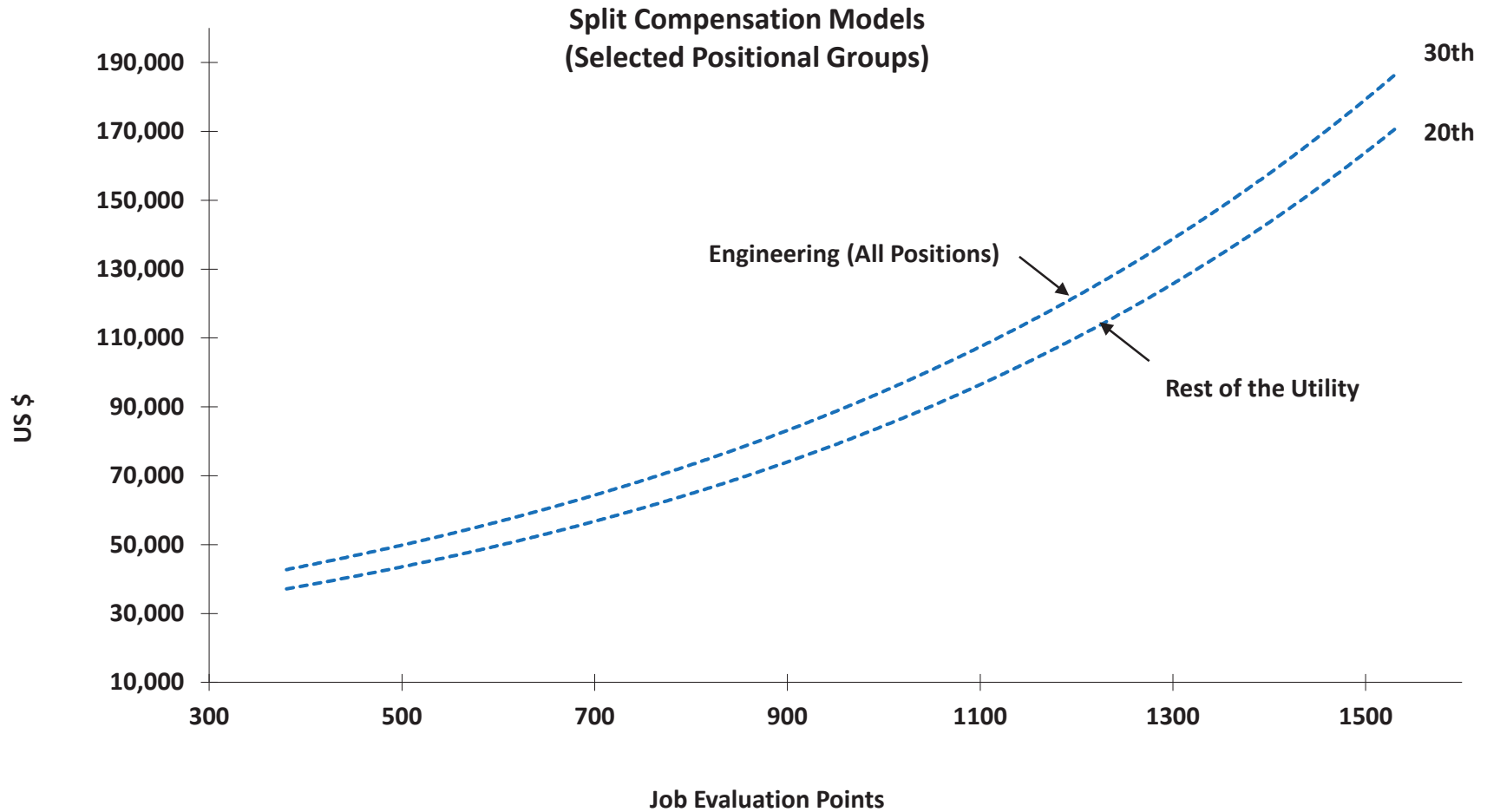
Action :

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) :

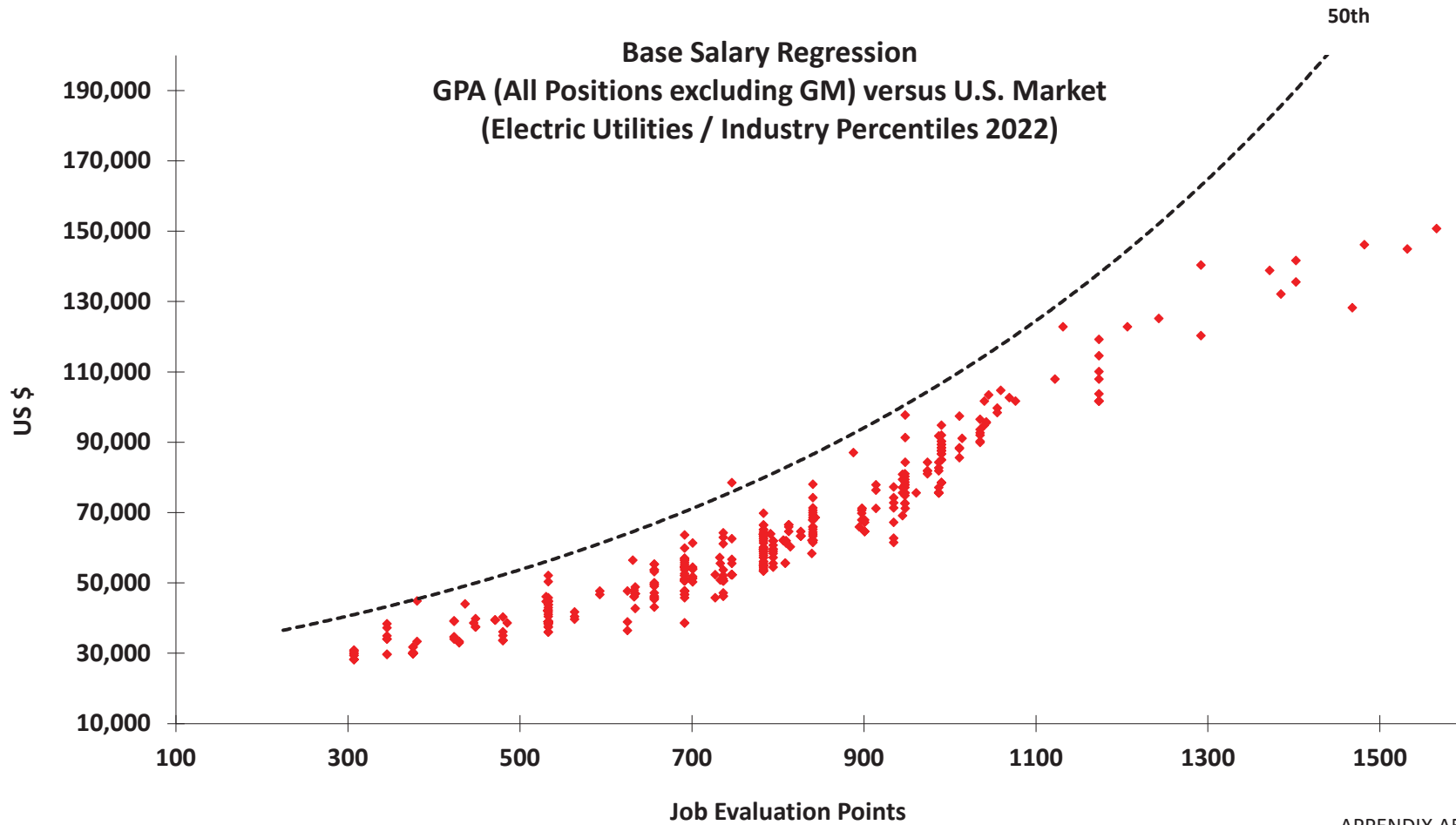
For employees < 50th increments would continue to added to base salary

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

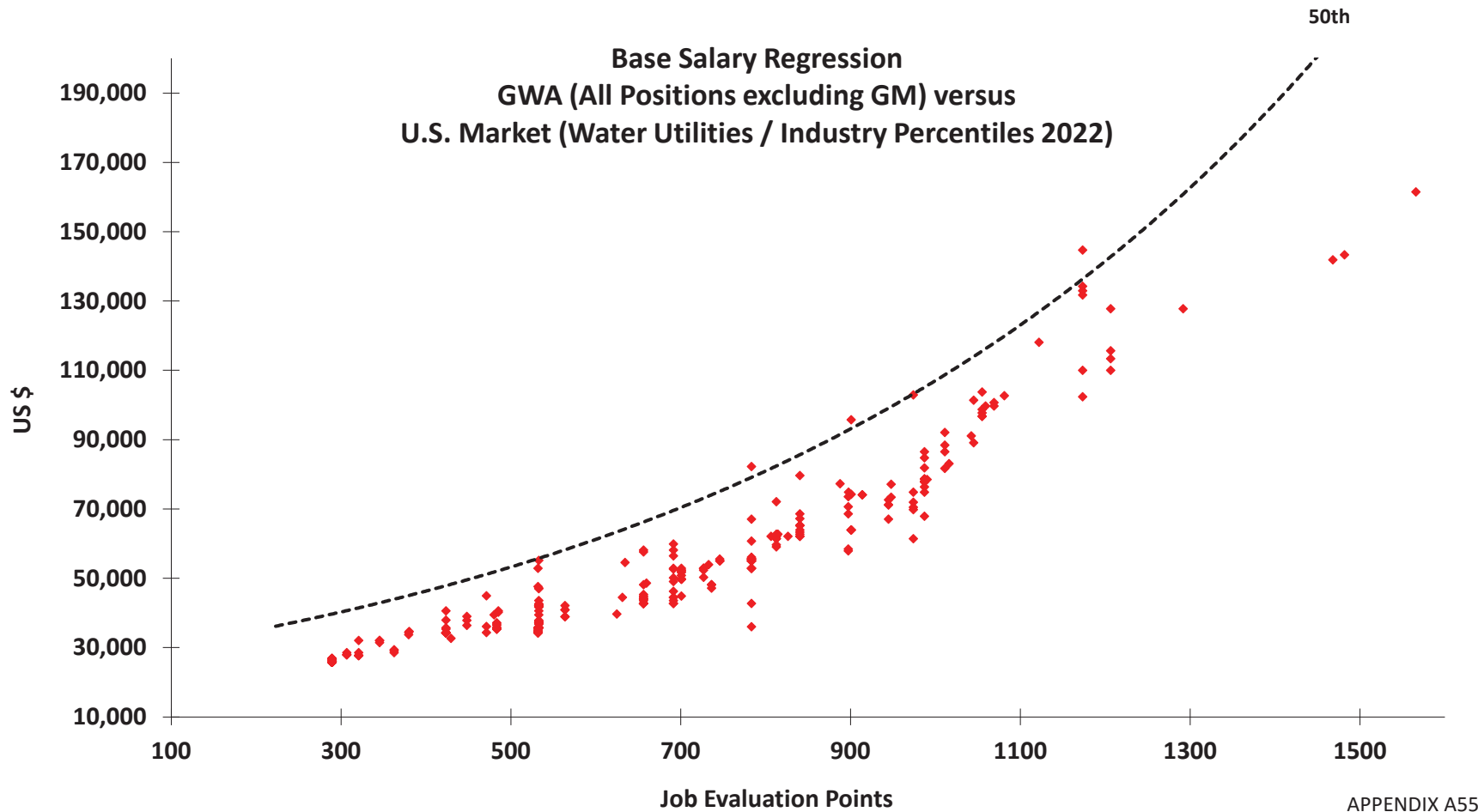


APPENDIX A54



REGRESSION ANALYSIS - GWA

APPENDIX B



APPENDIX A55

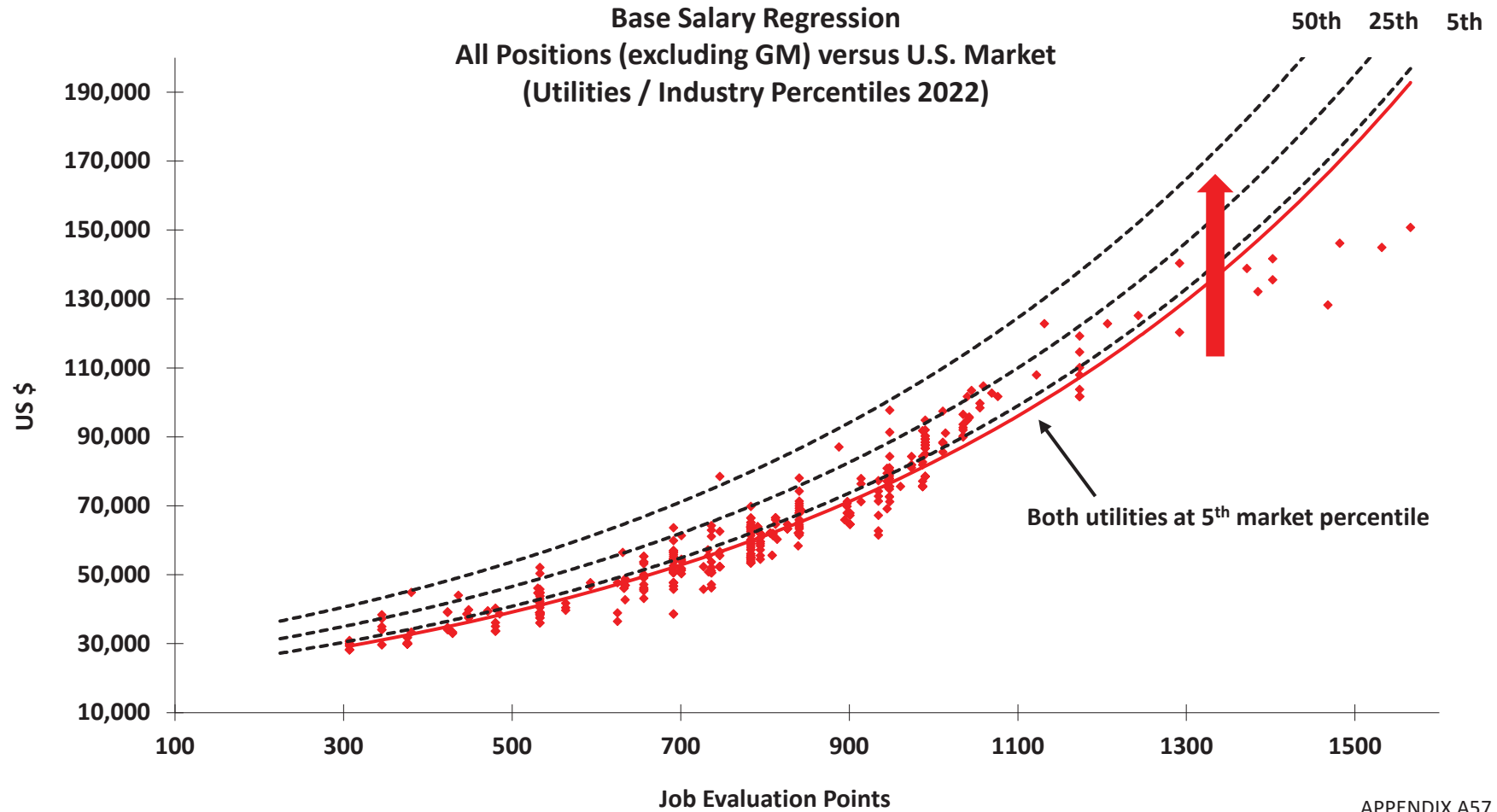


GPA / GWA - COST RESULTS





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 | |

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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 | |

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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

Exhibit B2

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.

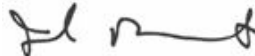
Prepared by:


 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 - May 23, 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 | | | | | | | | | | | | | |

GPA Work Session - May 23, 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 | 56,752.60 | 57,322.02 | 57,892.00 | 58,463.51 | 59,036.64 | 59,611.36 | 60,187.71 | 60,765.71 | 61,345.26 | 61,926.37 | 62,509.04 |
| | 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 | 70,382.54 | 71,086.36 | 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 | 98,655.05 | 99,631.71 | 100,618.22 | 101,614.70 | 102,621.25 | 103,637.96 | 104,664.81 | 105,701.92 | 106,749.29 | 107,806.92 | 108,874.81 | 109,952.96 | 111,041.37 |
| | 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 | | | | | | | | | | | | | | | | | | | |

GPA Work Session - May 23, 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 | 154,305.45 | 155,848.51 | 157,406.99 | 158,981.06 | 160,570.87 | 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 | 271,913.03 | 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 - May 23, 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 | | | | | | | | | |



GUAM POWER AUTHORITY

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

Issues for Decision

Resolution Nos.

GPA RESOLUTION NO.: FY2024-21

GWA RESOLUTION NO.: 21-FY2024

Relative to Authorizing the Management of the Guam Power Authority and the Guam Waterworks Authority to Award the Contract for Merchant Banking Services and to Petition the Guam Public Utilities Commission for Approval

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

Both GPA and GWA determined that merchant banking services is a critical service to its ratepayers. This request is to award the merchant banking services to Bank of Hawaii, determined to be the lowest, most responsive and responsible bidder. The vendor has proposed to provide all implementation support at no extra cost to both utilities in addition to maintaining consistent pricing throughout the duration of the contract.

Where is the location?

Guam Power Authority and Guam Waterworks Authority

How much will it cost?

The annual cost varies with the volume of customer usage and projects such cost to be approximately \$2.2 million per year and \$11 million for five years for GPA and \$1 million per year and \$5 million for five years for GWA.

When will it be completed?

The contract consists of a base year and four additional one-year options.

What is its funding source?

The source is revenue funds.

The RFP/BID responses:

GPA and GWA personnel were selected to review and evaluate two bids received in response to the Merchant Banking Services Invitation for Bid (RE-BID GPA-076-23).



CONSOLIDATED COMMISSION ON UTILITIES
Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagatña, Guam 96932 | (671) 648-3002 | guamccu.org

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GPA RESOLUTION NO.: FY2024-21
GWA RESOLUTION NO.: 21-FY2024

**RELATIVE TO AUTHORIZING THE MANAGEMENT OF
GUAM POWER AUTHORITY AND GUAM WATERWORKS AUTHORITY
TO AWARD THE CONTRACT FOR MERCHANT BANKING SERVICES AND TO
PETITION THE GUAM PUBLIC UTILITIES COMMISSION FOR APPROVAL**

WHEREAS, under 12 G.C.A. § 14105, the Consolidated Commission on Utilities has plenary authority over financial, contractual, and policy matters relative to the Guam Power Authority and the Guam Waterworks Authority; and

WHEREAS the Guam Power Authority and the Guam Waterworks Authority are Guam Public Corporations established and existing under the laws of Guam; and

WHEREAS, the Guam Power Authority (“GPA”) and the Guam Waterworks Authority (“GWA”) were authorized by the Consolidated Commission on Utilities (“CCU”) to issue an Invitation for Bid (IFB) for Merchant Banking Services for a one-year contract with the option to extend for four one-year periods in April 2023; and

WHEREAS, GPA and GWA personnel were selected to review and evaluate two bids received in response to the IFB; and

WHEREAS, the evaluation committee has completed its review and has determined that the proposal from Bank of Hawaii is the lowest, most responsive and responsible bidder; and

WHEREAS, the Bank of Hawaii has proposed to provide all implementation support at no extra cost to both utilities in addition to maintaining consistent pricing throughout the duration of the contract; and

//

1 **WHEREAS**, the Public Utility Commission’s (“PUC”) contract review protocol requires
2 PUC authorizations for all contracts in excess of \$1.5 million for GPA and \$1 million for GWA;
3 and
4

5 **WHEREAS**, the GPA and GWA General Managers now recommends the approval to
6 award for a one-year contract for Merchant Banking Services with the option to extend for four
7 one-year periods; and
8

9 **WHEREAS**, the annual cost varies with the volume of customer usage and projects such
10 cost to be approximately \$2.2 million per year and \$11 million for five years for GPA and \$1
11 million per year and \$5 million for five years for GWA; and
12

13 **NOW, THEREFORE BE IT RESOLVED**, by the Consolidated Commission on
14 Utilities, subject to the review and approval of the Public Utilities Commission, does hereby
15 approve and authorize the following:
16

17 1. The General Managers of the Guam Power Authority and Guam Waterworks Authority
18 are hereby authorized to award the Merchant Banking Services contract to Bank of Hawaii
19 at a cost of approximately \$2.2 million per year and \$11 million for five years for GPA
20 and \$1 million per year and \$5 million for GWA for the five-year contract period
21 consisting of a base year and four additional one-year options. Annual cost varies with the
22 volume of customer usage. The offer includes options for renewal that can be exercised
23 at a later date.
24

25 2. The CCU further authorizes the management of GPA and GWA to petition for the PUC’s
26 approval as required by the contract review protocol.
27
28

29 **RESOLVED**, that the Chairman of the Commission certifies and he Secretary of the
30 Commission attests the adoption of this Resolution.
31

32 **DULY AND REGULARLY ADOPTED**, this 28th day of May, 2024.
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Certified by:

Attested by:

JOSEPH T. DUENAS

PEDRO ROY MARTINEZ

Chairperson

Secretary

Consolidated Commission on Utilities

Consolidated Commission on Utilities

SECRETARY’S CERTIFICATE

I, **Pedro Roy Martínez**, Secretary of the Consolidated Commission on Utilities (CCU), 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 CCU, duly and legally held at a place properly noticed and advertised at which meeting a quorum was present and the members who were present voted as follows:

AYES: _____

NAYS: _____

ABSENT: _____

ABSTAIN: _____

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GUAM POWER AUTHORITY

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

Issues for Decision

Resolution Nos.

GPA RESOLUTION NO.: FY2024-22

To Authorize the Management of the Guam Power Authority to Petition the Guam Public Utilities Commission to Maintain the Levelized Energy Adjustment Clause (LEAC) for the Period of August 1, 2024 through January 31, 2025

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

The objective is to meet the June 15, 2024 upcoming LEAC filing deadline with the PUC.

GPA proposes to maintain the LEAC factor at \$0.261995/kWh for the periods of August 1, 2024 through January 31, 2025. GPA did not include costs associated with the Demand Side Management rebate program for this period.

The most recent Morgan Stanley market projects the average fuel price is expected to be \$112.73/bbl for the period ending January 31, 2025. Projected over-recovery for the same period at the LEAC rate of \$0.261995/kWh is \$2.2 million.

Where is the location?

Guam Power Authority

How much will it cost?

The LEAC is billed and collected thru the monthly electric billings of our customers.

When will it be completed?

LEAC filing period is from August 1, 2024 through January 31, 2025.
The filing deadline with the PUC is June 15, 2024.



CONSOLIDATED COMMISSION ON UTILITIES
Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagatña, Guam 96932 | (671) 648-3002 | guamccu.org

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GPA RESOLUTION NO.: FY2024-22

**TO AUTHORIZE THE MANAGEMENT OF THE GUAM POWER AUTHORITY
TO PETITION THE GUAM PUBLIC UTILITIES COMMISSION TO MAINTAIN
THE LEVELIZED ENERGY ADJUSTMENT CLAUSE (LEAC) FOR THE PERIOD
OF AUGUST 1, 2024 THROUGH JANUARY 31, 2025**

WHEREAS, the Guam Public Utilities Commission (GPUC) has established a Tariff under which the Guam Power Authority (GPA) is allowed to recover its fuel costs and fuel related costs under a factor which is reset and trued up every (6) six months through the Levelized Energy Adjustment Clause (LEAC); and

WHEREAS, the deadline for the next filing is June 15, 2024; and

WHEREAS, on November 28, 2023, GPA has requested to adjust the LEAC factor to \$0.264327/kWh for the periods of February 1, 2024 through July 31, 2024, due primarily to the increase in worldwide fuel prices; and

WHEREAS, on January 25, 2024, the Guam Public Utility Commission (PUC) increased the LEAC factor from \$0.231144/kWh to \$0.261995/kWh for meters read on or after January 31, 2024. The average fuel price was \$120.28/bbl as of the December 2023 filing using average pricing from October 31, 2023 through November 16, 2023. However, an updated average pricing from January 10 through 16, 2024 showed a reduction on the average fuel price to \$116.99/bbl. Based upon the reduction in fuel oil pricing, the PUC reduced the LEAC factor so GPA ratepayers benefit, to the fullest extent possible, from the reduction in fuel oil prices; and

WHEREAS, GPA did not include costs associated with the Demand Side Management rebate program for the LEAC period from February 1, 2024 through July 31, 2024; and

1 **WHEREAS**, the average market price of fuel used in this filing for the current period was
2 approved at \$116.99/bbl for the period from February 1, 2024 through July 31, 2024. The
3 projected average price of fuel for the period ending January 31, 2025 is expected to be
4 \$112.73/bbl; and

5
6 **WHEREAS**, the most recent Morgan Stanley market projections for fuel prices has
7 decreased from the previous filing and projected over-recovery for the period ending January 31,
8 2025 at the current LEAC rate of \$0.261995/kWh is \$2.2 million; and

9
10 **WHEREAS**, GPA proposes to maintain the LEAC factor at \$0.261995/kWh for the
11 periods of August 1, 2024 through January 31, 2025; and

12
13 **WHEREAS**, GPA did not include costs associated with the Demand Side Management
14 rebate program for the anticipated LEAC period from August 1, 2024 through January 31, 2025;
15 and

16
17 **WHEREAS**, GPA now is requesting the Consolidated Commission on Utilities to
18 authorize the Authority to file such petition with the Guam Public Utilities Commission; and

19
20
21 **NOW, THEREFORE BE IT RESOLVED**, by the Consolidated Commission on
22 Utilities, as the Governing Body of GPA, as follows:

23
24 The General Manager of the Guam Power Authority is authorized to petition the Guam
25 Public Utilities Commission to maintain the secondary voltage LEAC rate at \$0.261995/kWh
26 effective for the period from August 1, 2024 through January 1, 2025. (LEAC factors for
27 alternative voltage levels are reflected in the attached spreadsheets in the attached Exhibit A.)
28
29
30
31
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33

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

3
4 **DULY AND REGULARLY ADOPTED**, this 28th day of May, 2024.

5
6 Certified by:

Attested by:

7
8
9 _____

10 **JOSEPH T. DUENAS**

PEDRO ROY MARTINEZ

11 Chairperson

Secretary

12 Consolidated Commission on Utilities

Consolidated Commission on Utilities

13

14

15

SECRETARY’S CERTIFICATE

16

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

19

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

24

25 AYES: _____

26 NAYS: _____

27 ABSENT: _____

28 ABSTAIN: _____

29

30 ///

31

32

33 ///

GPA

Proposed LEAC Rate (\$000)

Update as of 5/20/2024

Actuals as of 4/30/2024

| | | AUG 24 - JAN 25 | |
|--|-----------|-------------------------------------|-------------------|
| | | MS Pricing from 05.13.24 to 5.17.24 | |
| | | No Change | |
| Average Price per Bbl-RFO & ULSFO 0.20% | \$ | | 127.51 |
| Average Price per Bbl-Diesel | \$ | | 105.43 |
| Number 6 (HSFO/LSFO) | \$ | | 60,232 |
| Number 2 (Diesel) | | | 100,803 |
| Renewable (Solar) | \$ | | 9,461 |
| TOTAL COST | \$ | | 170,496 |
| Handling Costs | \$ | | 9,339 |
| Total Current Fuel Expense | \$ | | 179,835 |
| Civilian Allocation | | | 79.219% |
| LEAC Current Fuel Expense | \$ | | 142,463 |
| Estimated DSM for this period | \$ | | - |
| Deferred Fuel Expense at the beginning of the period | \$ | | 16,292 |
| Total LEAC Expense | \$ | | 158,755 |
| Less: Trans. Level Costs | \$ | | 9,254 |
| Distribution Level Costs | \$ | | 149,502 |
| Over recovery/(Under) at the end of the period | \$ | | 2,186 |
| Adjusted Distribution Level Costs | \$ | | 151,687 |
| Distribution Level Sales (mWh) | | | 578,971 |
| LEAC Factor Distribution | | | \$0.261995 |
| Current LEAC Factor Distribution | \$ | | 0.261995 |
| Increase/(Decrease) | | | - |
| Monthly Increase/(Decrease) - 1000 kWh | \$ | | - |
| % Increase/(Decrease) in LEAC | | | 0.00% |
| % Increase/(Decrease) in Total Bill | | | 0.00% |
| Discount (3%) - Primary 13.8 KV | \$ | | 0.254148 |
| Discount (4%) - 34.5 KV | \$ | | 0.253416 |
| Discount (5%) - 115 KV | \$ | | 0.250297 |

**GUAM POWER AUTHORITY
BILL ILLUSTRATIONS**

SCHEDULE R - RESIDENTIAL

| | RATE SCHEDULE R | | | |
|--|-------------------------------|------------------|--------------------------|------------------|
| | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| KWH | | 1,000 | | 1,000 |
| Monthly Charge | \$ 15.00 | \$ 15.00 | \$ 15.00 | \$ 15.00 |
| Non-Fuel Energy Charge | | | | |
| First 500 KWH | 0.069550 | 34.78 | 0.069550 | 34.78 |
| Over 500 KWH | 0.086870 | 43.44 | 0.086870 | 43.44 |
| Emergency Water-well charge | 0.002790 | 1.40 | 0.002790 | 1.40 |
| Self-Insurance Charge | 0.002900 | 2.90 | 0.002900 | 2.90 |
| Working Capital Fund Surcharge | 0.000000 | - | 0.000000 | - |
| Total Electric Charge before Fuel Recovery Charges | | 97.52 | | 97.52 |
| Fuel Recovery Charge | 0.261995 | 262.00 | 0.261995 | 262.00 |
| Total Electric Charge | | <u>\$ 359.52</u> | | <u>\$ 359.52</u> |
| Increase/(Decrease) in Total Bill | | | = | |
| % Increase/(Decrease) in Total Bill | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | 0.00% |

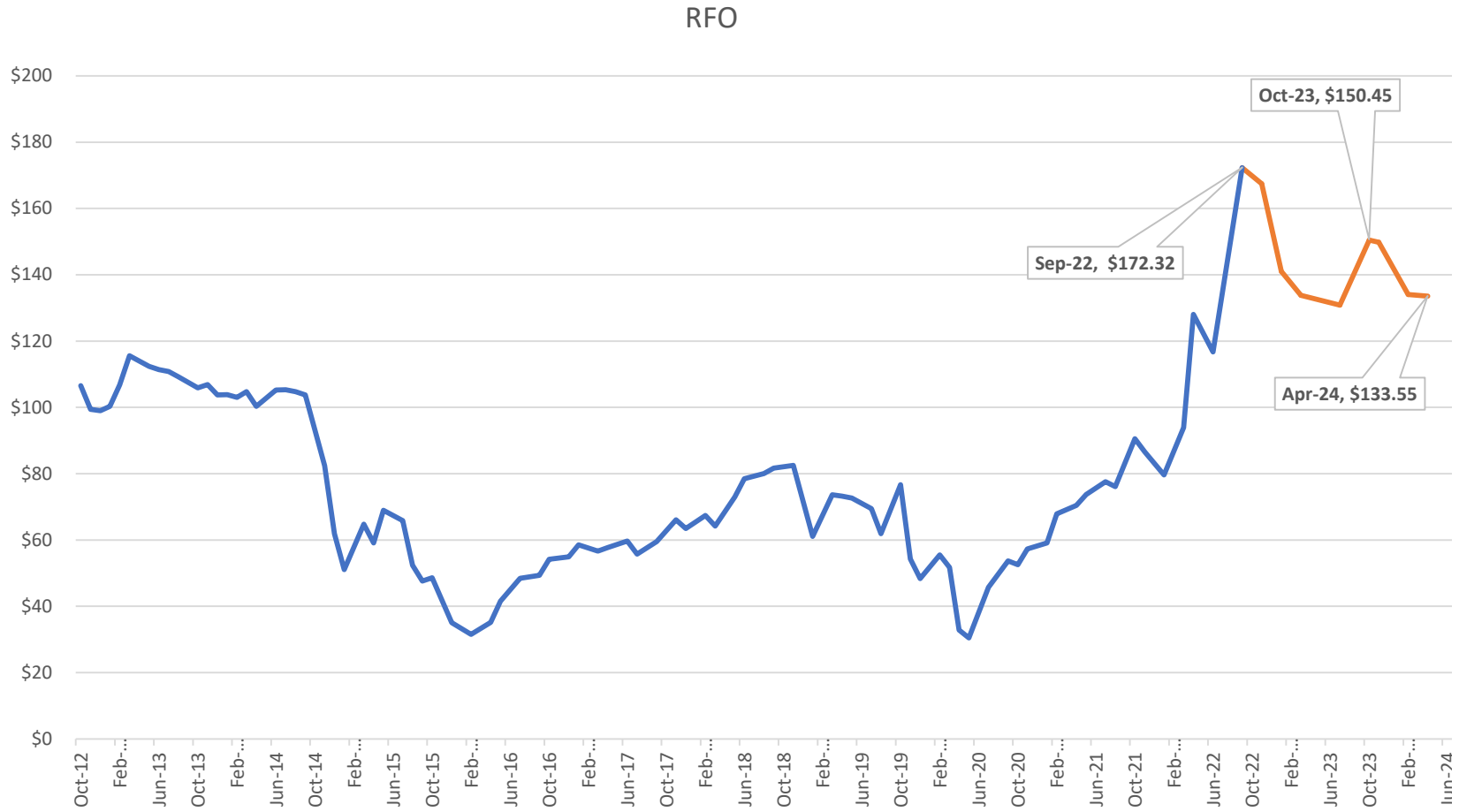
SCHEDULE G - SINGLE PHASE

| | RATE SCHEDULE G (Single Phase) | | | |
|--|-----------------------------------|--------------------|--------------------------|--------------------|
| | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| SINGLE PHASE | | | | |
| KWH | | 5,000 | | 5,000 |
| Monthly Charge | \$ 14.16 | \$ 14.16 | \$ 14.16 | \$ 14.16 |
| Non-Fuel Energy Charge | | | | |
| First 350 KWH per month | 350 0.200860 | \$ 70.30 | 0.200860 | \$ 70.30 |
| Over 350 KWH per month | 4,650 0.108610 | \$ 505.04 | 0.108610 | \$ 505.04 |
| Emergency Water-well charge | 5,000 0.002790 | \$ 13.95 | 0.002790 | \$ 13.95 |
| Self-Insurance Charge | 5,000 0.002900 | \$ 14.50 | 0.002900 | \$ 14.50 |
| WCF Surcharge | 5,000 - | \$ - | - | \$ - |
| Total Electric Charge before Fuel Recovery Charges | | \$ 617.95 | | \$ 617.95 |
| Fuel Recovery Charge | 0.261995 | \$ 1,309.98 | 0.261995 | \$ 1,309.98 |
| Total Electric Charge | | <u>\$ 1,927.92</u> | | <u>\$ 1,927.92</u> |
| Increase(Decrease) in Total Bill | | | = | |
| % Increase/(Decrease) in Total Bill | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | 0.00% |

SCHEDULE J - SINGLE PHASE

| | RATE SCHEDULE J (Single Phase) | | | |
|--|-----------------------------------|--------------------|--------------------------|--------------------|
| | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| SINGLE PHASE | | | | |
| KWH | | 25,000 | | 25,000 |
| DEMAND (| 35 | | | |
| Monthly Charge | \$ 38.33 | \$ 38.33 | \$ 38.33 | \$ 38.33 |
| Demand Charge (\$/kW-month) | 35 \$ 6.16 | \$ 215.60 | \$ 6.16 | \$ 215.60 |
| Energy Charge | | | | |
| First Block - First 2,000 kWh per month (\$kWh) | 2,000 0.196760 | \$ 393.52 | 0.196760 | \$ 393.52 |
| Second Block - > 2,000 kWh per month (\$kWh) | 23,000 0.065540 | \$ 1,507.42 | 0.065540 | \$ 1,507.42 |
| Emergency Water-well charge | 25,000 0.002790 | \$ 69.75 | 0.002790 | \$ 69.75 |
| Self-Insurance Charge | 25,000 0.002900 | \$ 72.50 | 0.002900 | \$ 72.50 |
| WCF Surcharge | 25,000 - | \$ - | - | \$ - |
| Total Electric Charge before Fuel Recovery Charges | | \$ 2,297.12 | | \$ 2,297.12 |
| Fuel Recovery Charge | 0.261995 | \$ 6,549.88 | 0.261995 | \$ 6,549.88 |
| Total Electric Charge | | <u>\$ 8,847.00</u> | | <u>\$ 8,847.00</u> |
| Increase(Decrease) in Total Bill | | | = | |
| % Increase/(Decrease) in Total Bill | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | 0.00% |

LEAC Update - GPA RFO Purchases (Per Barrel)



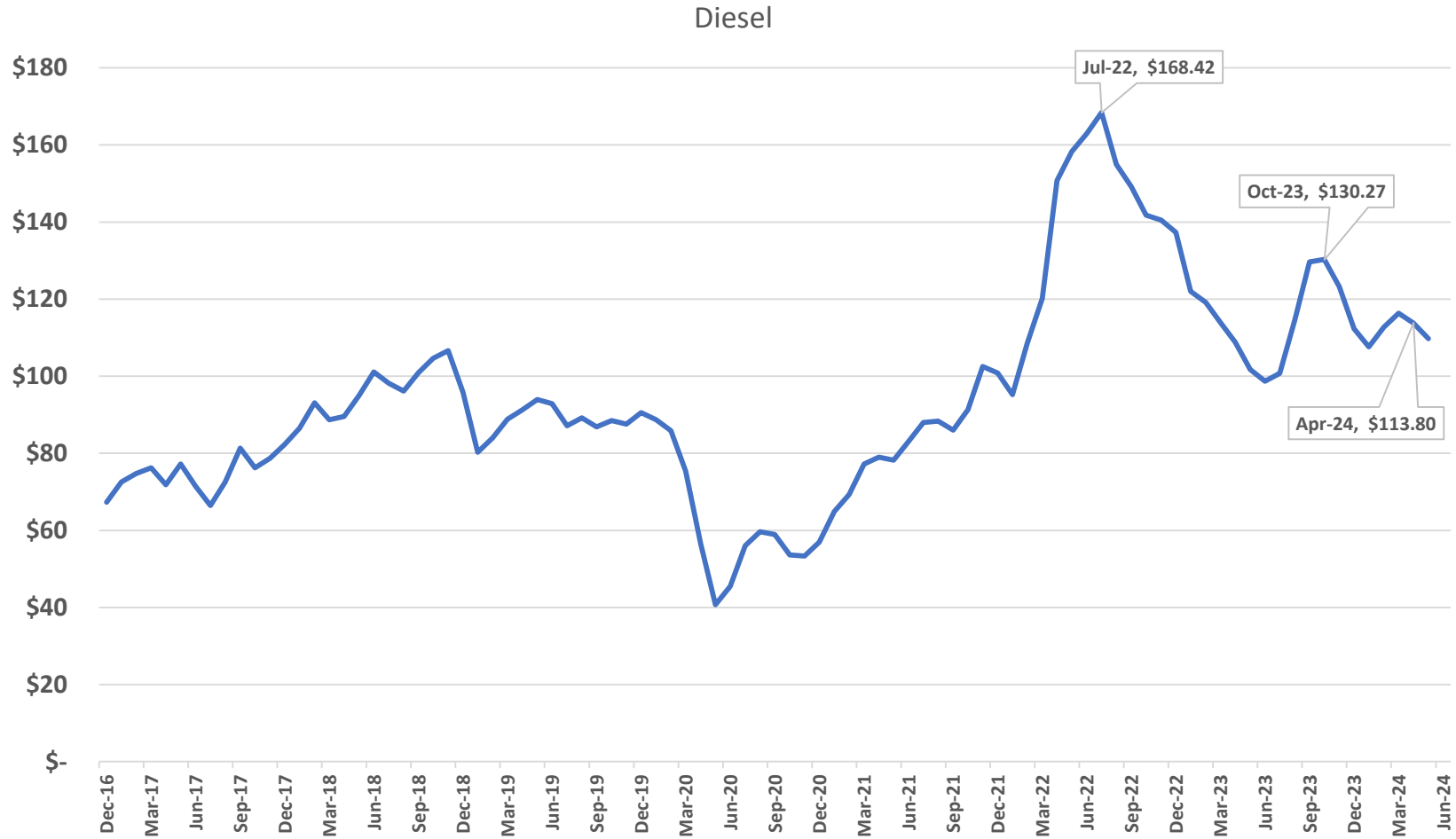
— **High and Low Sulfur RFO**
— **0.2% RFO**

Note:

- Russia invaded Ukraine on February 24, 2022



LEAC Update - GPA Diesel Purchases (Per Barrel)



— Purchased

Note:

- Russia invaded Ukraine on February 24, 2022



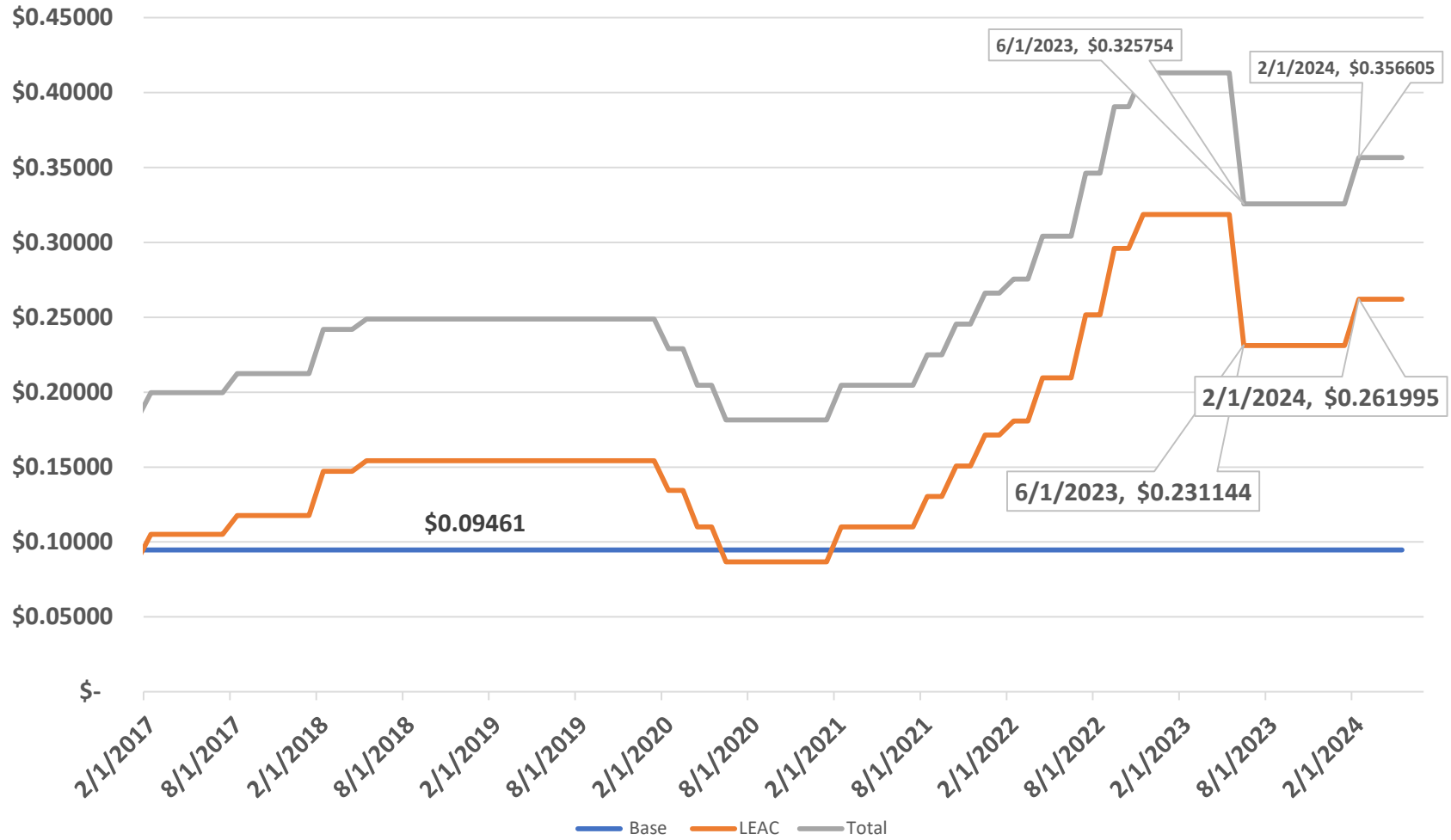
LEAC Update - Morgan Noon Call Pricing

Morgan Noon Call Pricing

| Date | May-24 | Jun-24 | Jul-24 | Aug-24 | Sep-24 | Oct-24 | Nov-24 | Dec-24 | Jan-25 | Feb-25 | Mar-25 |
|-------------------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|-----------------|
| Gassoil 10ppm | | | | | | | | | | | |
| 5/13/2024 | 96.57 | 96.72 | 96.96 | 97.22 | 97.19 | 96.79 | 96.79 | 96.79 | 95.72 | 95.72 | 95.72 |
| 5/14/2024 | 97.16 | 97.29 | 97.49 | 97.75 | 97.73 | 97.45 | 97.45 | 97.45 | 96.53 | 96.53 | 96.53 |
| 5/15/2024 | 97.22 | 97.25 | 97.43 | 97.67 | 97.66 | 97.44 | 97.44 | 97.44 | 96.67 | 96.67 | 96.67 |
| 5/16/2024 | 97.00 | 97.05 | 97.24 | 97.45 | 97.44 | 97.23 | 97.23 | 97.23 | 96.53 | 96.53 | 96.53 |
| 5/17/2024 | 97.89 | 97.97 | 98.14 | 98.38 | 98.37 | 98.12 | 98.12 | 98.12 | 97.33 | 97.33 | 97.33 |
| Five-day average | \$ 97.17 | \$ 97.25 | \$ 97.45 | \$ 97.69 | \$ 97.68 | \$ 97.41 | \$ 97.41 | \$ 97.41 | \$ 96.55 | \$ 96.55 | \$ 96.55 |



LEAC Update - Historical Residential LEAC Rate



LEAC Update - Historical LEAC Over / (Under) Recovery

| LEAC Period | | Approved LEAC | | Actual Over | |
|-------------|------------|---------------|----|------------------------|--|
| From | To | Rate | | (Under) Recovery | |
| 2/1/2013 | 7/31/2013 | \$ 0.209271 | \$ | 1,345,259 | |
| 8/1/2013 | 10/31/2013 | \$ 0.182054 | \$ | 1,300,093 | |
| 2/1/2014 | 7/31/2014 | \$ 0.172986 | \$ | (1,137,034) | |
| 8/1/2014 | 10/31/2014 | \$ 0.176441 | \$ | (4,646,872) | |
| 11/1/2014 | 1/31/2015 | \$ 0.146666 | \$ | 661,428 | |
| 2/1/2015 | 7/31/2015 | \$ 0.102054 | \$ | 1,757,878 | |
| 8/1/2015 | 1/31/2016 | \$ 0.104871 | \$ | (2,467,151) | |
| 2/1/2016 | 7/31/2016 | \$ 0.086613 | \$ | (2,668,603) | |
| 8/1/2016 | 1/31/2017 | \$ 0.086613 | \$ | (9,915,360) | |
| | | | \$ | (5,315,360) (a) | |
| 2/1/2017 | 7/31/2017 | \$ 0.105051 | \$ | (14,050,504) | |
| 8/1/2017 | 1/31/2018 | \$ 0.117718 | \$ | (16,775,982) | |
| 2/1/2018 | 4/30/2018 | \$ 0.147266 | \$ | (13,005,689) | |
| 5/1/2018 | 7/31/2018 | \$ 0.154242 | \$ | (8,422,674) | |
| 8/1/2018 | 1/31/2019 | \$ 0.154242 | \$ | (13,336,698) | |
| 2/1/2019 | 7/31/2019 | \$ 0.154242 | \$ | (10,225,349) | |
| 8/1/2019 | 1/31/2020 | \$ 0.154242 | \$ | (2,193,618) | |
| 2/1/2020 | 3/31/2020 | \$ 0.134474 | \$ | (1,803,778) | |
| 4/1/2020 | 5/31/2020 | \$ 0.110039 | \$ | (2,981,023) | |
| 6/1/2020 | 7/31/2020 | \$ 0.086800 | \$ | (3,563,177) | |
| 8/1/2020 | 1/31/2021 | \$ 0.086800 | \$ | (13,230,995) | |
| 2/1/2021 | 7/31/2021 | \$ 0.110000 | \$ | (32,452,576) | |
| 8/1/2021 | 9/30/2021 | \$ 0.130400 | \$ | (14,168,086) (b) | |
| 10/1/2021 | 11/30/2021 | \$ 0.150800 | \$ | (19,695,128) | |
| 12/1/2021 | 1/31/2022 | \$ 0.171458 | \$ | (22,490,844) | |
| 2/1/2022 | 3/31/2022 | \$ 0.180837 | \$ | (29,444,602) | |
| 4/1/2022 | 6/30/2022 | \$ 0.209522 | \$ | (42,759,975) | |
| 7/1/2022 | 8/31/2022 | \$ 0.251638 | \$ | (47,101,089) | |
| 9/1/2022 | 10/31/2022 | \$ 0.296043 | \$ | (41,914,469) | |
| 11/1/2022 | 1/31/2023 | \$ 0.318576 | \$ | (32,523,031) | |
| 2/1/2023 | 5/31/2023 | \$ 0.318576 | \$ | (12,423,514) | |
| 6/1/2023 | 1/31/2024 | \$ 0.231144 | \$ | (33,303,174) | |
| 2/1/2024 | 7/31/2024 | \$ 0.261995 | \$ | (16,291,997) Estimated | |

Notes:

(a) Under-recovery balance after applying \$4.6 million from Cabras 3 & 4 Extra Expense claim.

(b) Under-recovery balance after applying \$10 million from Self-Insurance Fund and \$15 million from GovGuam.



LEAC Update - Rate

| AUG 24 - JAN 25 | |
|--|-------------------|
| MS Pricing from 05.13.24 to 5.17.24 | |
| No Change | |
| Average Price per Bbl-RFO & ULSFO 0.20% | \$ 127.51 |
| Average Price per Bbl-Diesel | \$ 105.43 |
| Number 6 (HSFO/LSFO) | \$ 60,232 |
| Number 2 (Diesel) | 100,803 |
| Renewable (Solar) | \$ 9,461 |
| TOTAL COST | \$ 170,496 |
| Handling Costs | \$ 9,339 |
| Total Current Fuel Expense | \$ 179,835 |
| Civilian Allocation | 79.219% |
| LEAC Current Fuel Expense | \$ 142,463 |
| Estimated DSM for this period | \$ - |
| Deferred Fuel Expense at the beginning of the period | \$ 16,292 |
| Total LEAC Expense | \$ 158,755 |
| Less: Trans. Level Costs | \$ 9,254 |
| Distribution Level Costs | \$ 149,502 |
| Over recovery/(Under) at the end of the period | \$ 2,186 |
| Adjusted Distribution Level Costs | \$ 151,687 |
| Distribution Level Sales (mWh) | 578,971 |
| LEAC Factor Distribution | \$0.261995 |
| Current LEAC Factor Distribution | \$ 0.261995 |
| Increase/(Decrease) | - |
| Monthly Increase/(Decrease) - 1000 kWh | \$ - |
| % Increase/(Decrease) in LEAC | 0.00% |
| % Increase/(Decrease) in Total Bill | 0.00% |
| Discount (3%) - Primary 13.8 KV | \$ 0.254148 |
| Discount (4%) - 34.5 KV | \$ 0.253416 |
| Discount (5%) - 115 KV | \$ 0.250297 |



LEAC Update - Sample residential bill

SCHEDULE R - RESIDENTIAL

| | RATE SCHEDULE R | | | |
|--|-------------------------------|------------------|--------------------------|------------------|
| | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| KWH | | 1,000 | | 1,000 |
| Monthly Charge | \$ 15.00 | \$ 15.00 | \$ 15.00 | \$ 15.00 |
| Non-Fuel Energy Charge | | | | |
| First 500 KWH | 0.069550 | 34.78 | 0.069550 | 34.78 |
| Over 500 KWH | 0.086870 | 43.44 | 0.086870 | 43.44 |
| Emergency Water-well charge | 0.002790 | 1.40 | 0.002790 | 1.40 |
| Self-Insurance Charge | 0.002900 | 2.90 | 0.002900 | 2.90 |
| Working Capital Fund Surcharge | 0.000000 | - | 0.000000 | - |
| Total Electric Charge before Fuel Recovery Charges | | 97.52 | | 97.52 |
| Fuel Recovery Charge | 0.261995 | 262.00 | 0.261995 | 262.00 |
| Total Electric Charge | | <u>\$ 359.52</u> | | <u>\$ 359.52</u> |
| Increase/(Decrease) in Total Bill | | | - | |
| % Increase/(Decrease) in Total Bill | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | 0.00% |



LEAC Update - Sample bill

SCHEDULE G - SINGLE PHASE

| | | RATE SCHEDULE G (Single Phase) | | | |
|--|-------|-----------------------------------|--------------------|--------------------------|--------------------|
| | | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| SINGLE PHASE | | | | | |
| KWH | | | 5,000 | | 5,000 |
| Monthly Charge | | \$ 14.16 | \$ 14.16 | \$ 14.16 | \$ 14.16 |
| Non-Fuel Energy Charge | | | | | |
| First 350 KWH per month | 350 | 0.200860 | \$ 70.30 | 0.200860 | \$ 70.30 |
| Over 350 KWH per month | 4,650 | 0.108610 | \$ 505.04 | 0.108610 | \$ 505.04 |
| Emergency Water-well charge | 5,000 | 0.002790 | \$ 13.95 | 0.002790 | \$ 13.95 |
| Self-Insurance Charge | 5,000 | 0.002900 | \$ 14.50 | 0.002900 | \$ 14.50 |
| WCF Surcharge | 5,000 | - | \$ - | - | \$ - |
| Total Electric Charge before Fuel Recovery Charges | | | \$ 617.95 | | \$ 617.95 |
| Fuel Recovery Charge | | 0.261995 | \$ 1,309.98 | 0.261995 | \$ 1,309.98 |
| Total Electric Charge | | | <u>\$ 1,927.92</u> | | <u>\$ 1,927.92</u> |
| Increase(Decrease) in Total Bill | | | | | <u>\$ -</u> |
| % Increase/(Decrease) in Total Bill | | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | | 0.00% |



LEAC Update - Sample bill

SCHEDULE J - SINGLE PHASE

| | | RATE SCHEDULE J (Single Phase) | | | |
|--|--------|-----------------------------------|--------------------|--------------------------|--------------------|
| | | Existing Rate Eff 02-02-24 | | Proposed Eff 08-01-24 | |
| SINGLE PHASE | | | | | |
| KWH | | | 25,000 | | 25,000 |
| DEMAND (| 35 | | | | |
| Monthly Charge | | \$ 38.33 | \$ 38.33 | \$ 38.33 | \$ 38.33 |
| Demand Charge (\$/kW-month) | 35 | \$ 6.16 | \$ 215.60 | \$ 6.16 | \$ 215.60 |
| Energy Charge | | | | | |
| First Block - First 2,000 kWh per month (\$kWh) | 2,000 | 0.196760 | \$ 393.52 | 0.196760 | \$ 393.52 |
| Second Block - > 2,000 kWh per month (\$kWh) | 23,000 | 0.065540 | \$ 1,507.42 | 0.065540 | \$ 1,507.42 |
| Emergency Water-well charge | 25,000 | 0.002790 | \$ 69.75 | 0.002790 | \$ 69.75 |
| Self-Insurance Charge | 25,000 | 0.002900 | \$ 72.50 | 0.002900 | \$ 72.50 |
| WCF Surcharge | 25,000 | - | \$ - | - | \$ - |
| Total Electric Charge before Fuel Recovery Charges | | | \$ 2,297.12 | | \$ 2,297.12 |
| Fuel Recovery Charge | | 0.261995 | \$ 6,549.88 | 0.261995 | \$ 6,549.88 |
| Total Electric Charge | | | <u>\$ 8,847.00</u> | | <u>\$ 8,847.00</u> |
| Increase(Decrease) in Total Bill | | | | | <u>\$ -</u> |
| % Increase/(Decrease) in Total Bill | | | | | 0.00% |
| % Increase/(Decrease) in LEAC rate | | | | | 0.00% |





GUAM POWER AUTHORITY

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

Issues for Decision

Resolution Nos.

GPA RESOLUTION NO.: FY2024-23

Relative to the Authorizing the Issuance and Sale of Guam Power Authority Revenue Refunding Bonds, Approving Forms of Related Documents, Agreements and Actions, and Authorizing the Execution and Delivery Thereof

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

GPA has been pursuing strategies for reducing debt service payments, which would be of significant assistance in paying for capacity payment of the new power plant. One strategy that has emerged as a result of low interest rates has been the concept of refunding all or a portion of GPA's outstanding 2014 Series A revenue bonds for interest rate savings.

The issuance of the Refunding Bonds is subject to the approval of I Liheslaturan Guåhan (the "Legislature"), which issuance of the Refunding Bonds has been approved by I Liheslaturan Guåhan as Public Law 37-95, and signed by the Governor on May 8, 2024.

The approval of Guam Economic Development Authority ("GEDA") is required for the issuance and sale of the Refunding Bonds, and the Board of GEDA is expected to consider for approval, among other things, the issuance and sale of the Refunding Bonds at its meeting to be held on May 30, 2024.

The approval of the Public Utilities Commission of Guam is required for the issuance and sale of the Refunding Bonds.

Where is the location?

Guam Power Authority

How much will it cost?

In early April 2024, GPA has seen proposal from its underwriter indicating that it could refinance its 5% bonds at around 4.3%, reducing annual debt service payments by about \$212 thousand. The refunding, with a projected total interest, can result in approximately \$2.6 million in net present value savings.

When will it be completed?

Refunding of the bonds are to close no earlier than 90 days prior to the call date, or July 3, 2024.



CONSOLIDATED COMMISSION ON UTILITIES
Guam Power Authority | Guam Waterworks Authority
P.O. Box 2977 Hagatña, Guam 96932 | (671) 648-3002 | guamccu.org

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GPA RESOLUTION NO.: FY2024-23

**RELATIVE TO AUTHORIZING THE ISSUANCE AND SALE OF GUAM POWER
AUTHORITY REVENUE REFUNDING BONDS, APPROVING FORMS OF
RELATED DOCUMENTS, AGREEMENTS AND ACTIONS, AND AUTHORIZING
THE EXECUTION AND DELIVERY THEREOF**

WHEREAS, WHEREAS, the Consolidated Commission on Utilities (the “Commission”), has determined that there exists an opportunity to refund and retire certain indebtedness of the Guam Power Authority (“GPA”) to achieve debt service savings, and has determined that it is in the public interest for GPA to issue bonds pursuant to Chapter 8, Title 12, Guam Code Annotated (§8101 et seq.), as amended (the “Act”) for such purposes; and

WHEREAS, GPA has previously made and entered into an Indenture dated as of December 1, 1992 (the “Senior Indenture”), by and between GPA, the Bank of Guam, as trustee (the “Trustee”) and U.S. Bank Trust Company, National Association, as successor co-trustee (the “Co-Trustee”), which authorized one or more series of Guam Power Authority Revenue Bonds (the “Bonds”); and

WHEREAS, GPA has determined it is necessary and desirable to issue one or more additional series of Guam Power Authority Revenue Bonds to refinance all or a portion of its remaining outstanding Guam Power Authority Revenue Bonds, 2014 Series A (the “Prior Bonds”); and

WHEREAS, there has been presented to this meeting the form of a Ninth Supplemental Indenture, among GPA, the Trustee and the Co-Trustee (the “Ninth Supplemental Indenture”) pursuant to which GPA proposes to issue one or more series of additional Bonds (the “Refunding Bonds”) expected to be designated Guam Power Authority Revenue Refunding Bonds, 2024 Series A; and

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WHEREAS, there has been presented to this meeting the form of a Supplemental Continuing Disclosure Agreement, by and among GPA, the Trustee and the Co-Trustee, in connection with the Refunding Bonds (the “Supplemental Continuing Disclosure Agreement”); and

WHEREAS, there has been presented to this meeting the form of a Bond Purchase Agreement (the “Bond Purchase Agreement”), among GPA, GEDA and BofA Securities, Inc. and Wells Fargo Securities LLC as underwriters (the “Underwriters”), relating to the sale of the Refunding Bonds; and

WHEREAS, there has been presented to this meeting the form of an Escrow Agreement between GPA and the Co-Trustee (the “Escrow Agreement”), relating to the refunding and retirement of the Prior Bonds; and

WHEREAS, the Ninth Supplemental Indenture, the Supplemental Continuing Disclosure Agreement and the Escrow Agreement are collectively referred to herein as the “Bond Documents”; and

WHEREAS, there has been presented to this meeting the form of a Preliminary Official Statement; and

WHEREAS, the issuance of the Refunding Bonds is subject to the approval of I Liheslaturan Guåhan (the “Legislature”), which issuance of the Refunding Bonds has been approved by I Liheslaturan Guåhan as Public Law 37-95, and signed by the Governor on May 8, 2024; and

WHEREAS, the approval of Guam Economic Development Authority (“GEDA”) is required for the issuance and sale of the Refunding Bonds, and the Board of GEDA is expected to consider for approval, among other things, the issuance and sale of the Refunding Bonds at its meeting to be held on May 30, 2024; and

1 **WHEREAS**, the approval of the Public Utilities Commission of Guam (“PUC”) is
2 required for the issuance and sale of the Refunding Bonds;

3
4
5 **NOW, THEREFORE, BE IT RESOLVED**, by the Consolidated Commission on
6 Utilities, as follows:

7
8 Section 1. The foregoing recitals are true and correct.

9
10 Section 2. The issuance and sale of the Refunding Bonds for the purpose of refunding the
11 Prior Bonds, to pay costs of issuance and of such refunding, to pay for credit enhancement, if any,
12 and to fund all or a portion of a deposit to the debt service reserve fund, if any, is hereby approved.
13 The Refunding Bonds shall be issued in an aggregate principal amount sufficient to provide funds
14 for the payment of the Prior Bonds and for the payment of all expenses incident to such issuance
15 and refunding, as set forth in §8229 of the Act.

16 The Bonds are limited obligations of GPA and the principal thereof and interest thereon
17 may be made payable solely from revenues (as defined in the Act) of GPA available for such
18 purpose and shall not be a debt or liability of the Government of Guam.

19 The Chair of the Commission, the Vice Chair/Secretary of the Commission or the General
20 Manager of GPA (the “Designated Officers”) are hereby individually and collectively authorized
21 and directed to execute and countersign, for and on behalf and in the name of GPA and under its
22 seal, the Refunding Bonds, in an aggregate principal amount determined as set forth herein and
23 in the Act, in accordance with the Ninth Supplemental Indenture, and in substantially the form
24 set forth in the Ninth Supplemental Indenture.

25 The Refunding Bonds, when so executed, shall be delivered to the Co-Trustee to be
26 authenticated by, or caused to be authenticated by, the Co-Trustee. The Co-Trustee is hereby
27 requested and directed to authenticate, or cause to be authenticated, the Refunding Bonds by
28 executing the certificate of authentication appearing thereon, and to hold the Refunding Bonds in
29 safekeeping in accordance with the book-entry procedures applicable to the Refunding Bonds
30 until the issuance thereof from time to time in accordance with the Ninth Supplemental Indenture.

31
32 Section 3. The form of Preliminary Official Statement presented to this meeting is
33 hereby approved, with such additions, changes and modifications as the Designated Officers may
34 approve upon consultation with legal counsel, such approval to be conclusively evidenced by the

1 execution of a certificate deeming final the Preliminary Official Statement for purposes of Rule
2 15c2-12 of the Securities and Exchange Commission by the Designated Officers. Each of the
3 Designated Officers is hereby authorized to execute and deliver such certificate, to authorize the
4 Underwriters to distribute such Preliminary Official Statement to potential purchasers of the
5 Refunding Bonds and other interested parties, and to execute and cause to be delivered a final
6 Official Statement to purchasers of the Refunding Bonds and other interested parties, with such
7 additions, changes and modifications from the Preliminary Official Statement as the Designated
8 Officers may approve upon consultation with staff and legal counsel, such approval to be
9 conclusively evidenced by the execution and delivery of the final Official Statement by one or
10 more of the Designated Officers. The Underwriters are hereby authorized to cause the Official
11 Statement to be delivered to the purchasers of the Refunding Bonds and to be distributed in
12 preliminary form in connection with the marketing and sale of the Refunding Bonds.

13

14 Section 4. The Bond Purchase Agreement presented to this meeting is hereby
15 approved, with such additions, changes and modifications as the Designated Officers executing
16 the same may approve upon consultation with legal counsel, such approval to be conclusively
17 evidenced by the Bond Purchase Agreement executed by the Designated Officers, who are each
18 hereby severally authorized and directed to execute the same.

19

20 Section 5. The Bond Documents presented to this meeting are hereby approved, with
21 such additions, changes and modifications as the Designated Officers may approve upon
22 consultation with legal counsel, such approval to be conclusively evidenced by the Bond
23 Documents executed by such Designated Officers, who are each hereby severally authorized and
24 directed to execute the same.

25

26 Section 6. The Designated Officers are hereby authorized to approve such bond
27 insurance or other supplemental security arrangements for the Refunding Bonds as are approved
28 by the Designated Officers, and to approve any other similar agreements deemed by the
29 Designated Officers to be necessary or appropriate in connection therewith.

30

31 Section 7. The Designated Officers and other appropriate officials of GPA are hereby
32 authorized and directed to do any and all things and to execute and deliver any and all documents
33 and agreements which they may deem necessary or advisable in order to effectuate the purposes
34 of this Resolution, including, without limitation, closing documents and certificates, including a

1 tax certificate, amendments to any existing agreements and any documents or agreements
2 necessary to obtain liquidity or credit enhancement for the Refunding Bonds or the obligations of
3 GPA with respect thereto.

4

5 Section 8. Any documents authorized hereby to be executed by the Designated
6 Officers may bear the seal of GPA and be attested by a Designated Officer or other appropriate
7 official of GPA.

8

9 Section 9. The Refunding Bonds shall not be issued without, and shall be in all
10 respects subject to the terms and conditions of, the approval of the Legislature, of the PUC and
11 of GEDA, in accordance with the Act.

12

13 Section 10. All actions heretofore taken by the officers, representatives or agents of
14 GPA in connection with the issuance and sale of the Refunding Bonds are hereby ratified,
15 confirmed and approved.

16

17 Section 11. This Resolution shall take effect from and after its adoption.

18

19

20 **RESOLVED**, that the Chairman of the Commission certifies and the Secretary of the
21 Commission attests the adoption of this Resolution.

22

23 **DULY AND REGULARLY ADOPTED**, this 28th day of May, 2024.

24

25

26 Certified by:

Attested by:

27

28

29

30 _____
JOSEPH T. DUENAS

_____ **PEDRO ROY MARTINEZ**

31 Chairperson

Secretary

32 Consolidated Commission on Utilities

Consolidated Commission on Utilities

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SECRETARY’S CERTIFICATE

I, **Pedro Roy Martínez**, Secretary of the Consolidated Commission on Utilities (CCU), 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 CCU, 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: _____
Abstentions: _____
Absent: _____

This Resolution is hereby APPROVED for purposes of Article 2 of Chapter 8 of Title 12 of the Guam Code Annotated.

LOURDES A. LEON GUERRERO
Maga’hågan Guåhan
Governor of Guam

///

///

///

GPA WORK SESSION

Presentation to:

Consolidated Commission on Utilities
May 23, 2024



GM REPORT

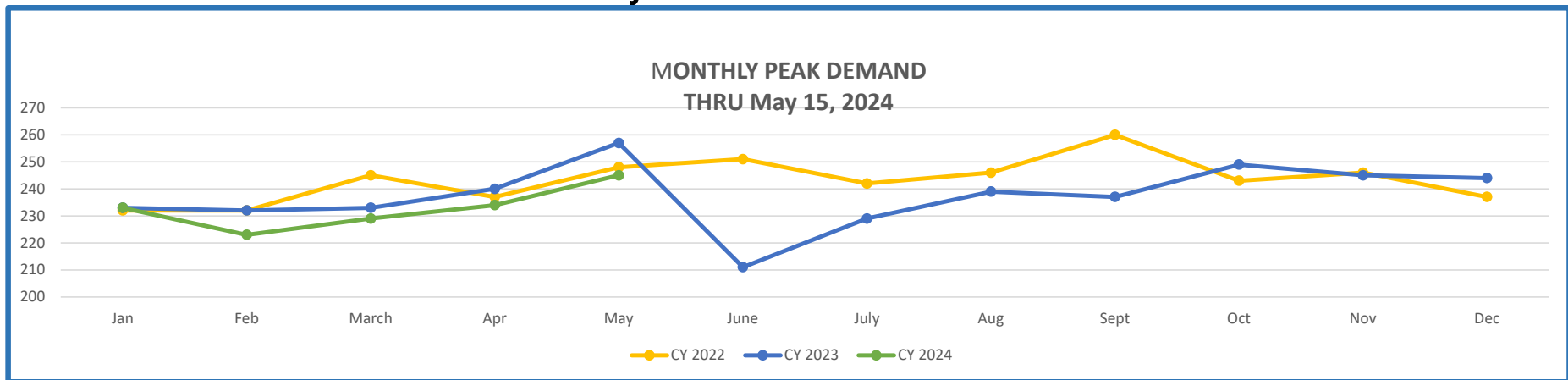


General Manager's Report

Reserve Margin Forecast for May 2024:

| | |
|----------------------------------|----------------------------------|
| Targeted Available Capacity: | 297 MW (All Baseloads Available) |
| Projected Demand: | 257 MW |
| Anticipated Reserve Margin: | 40 MW |
| Interruptible Load Availability: | 16 MW |
| Total Reserves: | 56 MW |

System Peak Demand:



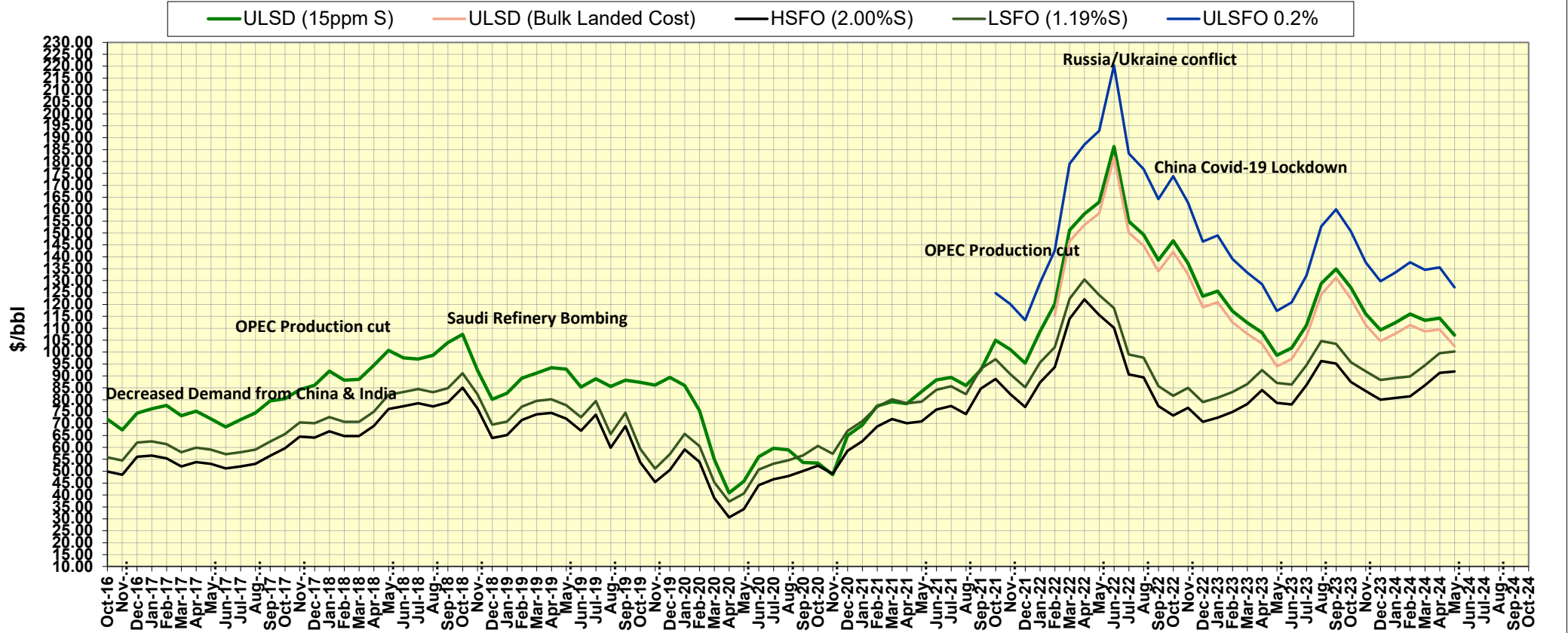
General Manager's Report

GPA Fuel Landed Cost (Per Barrel as of May 20, 2024)

ULSRFO 0.2% \$127.20

ULSD Bulk \$102.43

Fuel Prices (Landed Cost) - Progressive Chart



General Manager's Report

PUC Update:

[GPA Docket - May 30, 2024 Regular Meeting](#)

- GPA Docket No. 24-16: Guam Power Authority Energy Conversion Agreement (ECA) Amendment for the Ukudu Power Plant
- GPA Docket No. 24-17: Month-to-Month Extension for Professional Printing, Mailing, Processing and Other Services Due to Ongoing Litigation
- GPA Docket No. 24-18: Guam Power Authority and Guam Waterworks Authority Merchant Banking Services Contract
- GPA Docket No. 24-19: Application of the Guam Power Authority to Approve a Bond Issuance to Refinance a Portion of the Outstanding Revenue Bonds
 - April 26, 2024 - Bill No. 262-37 (LS) passed
 - May 08, 2024 - PL37-95
 - GEDA to decide approval on May 30, 2024

[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

- GPA received \$5,276,000 on Friday, April 19, 2024 and the \$100 credit for March 2024 has been applied to all active accounts on Monday, April 22, 2024.
- On May 13, 2024, GPA completed a reconciliation of the energy credit program under P.L. 37-66 and identified that it had applied \$15,723,300 in credits and returned \$104,700 of unused energy credits to the Department of Administration.

| P.L. 37-66 Energy Credit Program | | | | |
|----------------------------------|---------------------|---------------------|------------------|-----------------|
| Period | Credits Received | Credits Issued | Unused Credits | Active Accounts |
| January 2024 | \$5,276,000 | \$5,217,500 | \$58,500 | 50,541 |
| February 2024 | \$5,276,000 | \$5,245,300 | \$30,700 | 50,819 |
| March 2024 | \$5,276,000 | \$5,260,500 | \$15,500 | 50,970 |
| Total: | \$15,828,000 | \$15,723,000 | \$104,700 | 152,330 |

- Bill 277-37, introduced by Senator Parkinson, seeks to extend the energy credit program for an additional three months (April 2024, May 2027, June 2024). GPA provided testimony in favor of the bill during the public hearing held on May 8, 2024.



General Manager's Report

Customer Assistance *(continued)*

Emergency Rental Assistance Program (ERA)

- \$136,853.20 was applied to qualified ratepayer accounts [Batch 299 - 306] in the month of April 2024, totaling \$6,946,490.42 since the programs inception.



General Manager's Report

Customer Engagement & Community Outreach - Career Day Presentations

1. Talo'fo'fo' Elementary Career Day | May 03, 2024 | **200** students from grades K – 5th
2. Inalåhan Elementary Career Day | May 07, 2024 | **212** students from grades K – 5th
 - Career insights, apprenticeship programs and internships available at GPA
 - T&D crew showcase:
 - Duties and responsibilities of a lineman, the importance and use of PPEs
 - Electrical current demonstration with the hot dog model to emphasize the dangers of electricity
 - How to properly ascend in a bucket truck
 - STEM Kit demonstrations for solar and wind power renewable energy and other experiments
 - Kit includes: mini solar panels, mini sound & light boards, mini pumps and motors, mini mounting board and other pieces for experiments and presentations.
 - BEAT THE PEAK Campaign highlighting energy-efficiency and power conservation tips



GPA Work Session | May 23, 2024



General Manager's Report

Workforce Succession & Planning Updates



APPRENTICE

5th Cycle – Completed Oct 2023

6th Cycle – Completion Oct 2024

7th Cycle – Onboard April 20, 2024

U.S. DOL approved new
Apprenticeship - SCADA Program



INTERNSHIP

Extended Terms and Internship Areas

- Cybersecurity
- Human Resources
- Finance
- Engineering
- Administrative

Summer Interns – June 2024

MOU between UOG and GPA signed
on April 2024



IN-HOUSE TRAINING

1st cycle – Trainees complete in year 2;
Estimated Completion by
Q4 of 2024

General Manager's Report

DSM Online Report - April 2024

OVERALL COUNTS

| Month | ALL | | | COMMERCIAL | | | RESIDENTIAL | | |
|--------------|--------------|---------------|---------------------|--------------|------------|------------------|--------------|---------------|---------------------|
| | Applications | Equipment | Rebates | Applications | Equipment | Rebates | Applications | Equipment | Rebates |
| FY-2022* | 696 | 838 | \$ 196,075 | 7 | 9 | \$ 1,950 | 689 | 829 | \$ 194,125 |
| FY-2023 | 5,721 | 6,922 | \$ 1,621,650 | 67 | 86 | \$ 19,350 | 5,654 | 6,836 | \$ 1,602,300 |
| Oct-23 | 416 | 505 | \$ 115,050 | 7 | 9 | \$ 1,800 | 409 | 496 | \$ 113,250 |
| Nov-23 | 450 | 554 | \$ 128,500 | 4 | 5 | \$ 700 | 446 | 549 | \$ 127,800 |
| Dec-23 | 389 | 479 | \$ 111,450 | 7 | 9 | \$ 1,950 | 382 | 470 | \$ 109,500 |
| Jan-24 | 442 | 532 | \$ 125,250 | 3 | 3 | \$ 2,000 | 439 | 529 | \$ 123,250 |
| Feb-24 | 321 | 392 | \$ 101,875 | 6 | 7 | \$ 5,800 | 315 | 385 | \$ 96,075 |
| Mar-24 | 391 | 507 | \$ 118,075 | 5 | 5 | \$ 2,000 | 386 | 502 | \$ 116,075 |
| Apr-24 | 433 | 508 | \$ 111,050 | 6 | 6 | \$ 800 | 427 | 502 | \$ 110,250 |
| May-24 | | | | | | | | | |
| Jun-24 | | | | | | | | | |
| Jul-24 | | | | | | | | | |
| Aug-24 | | | | | | | | | |
| Sep-24 | | | | | | | | | |
| TOTAL | 9,259 | 11,237 | \$ 2,628,975 | 112 | 139 | \$ 36,350 | 9,147 | 11,098 | \$ 2,592,625 |

AVERAGES

| Month | ALL | | COMMERCIAL | | RESIDENTIAL | |
|--------------|--------------|-----------|--------------|-----------|--------------|-----------|
| | Applications | Equipment | Applications | Equipment | Applications | Equipment |
| As of Apr-24 | \$ 284 | \$ 234 | \$ 325 | \$ 262 | \$ 283 | \$ 234 |

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



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 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
- ✓ GPA is assisting GUP/DUP in locating the existing Tanguisson pipeline using pipeline detection tools. The pipeline has been identified near the Barrigada Post office and is scheduled for removal by GUP/DUP.



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 - 70.2%
 - Treated Water Tank B - 84.4%
 - ULSD Tank A - 100%
 - ULSD Tank B - 100%

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



General Manager's Report

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

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 agreed to 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

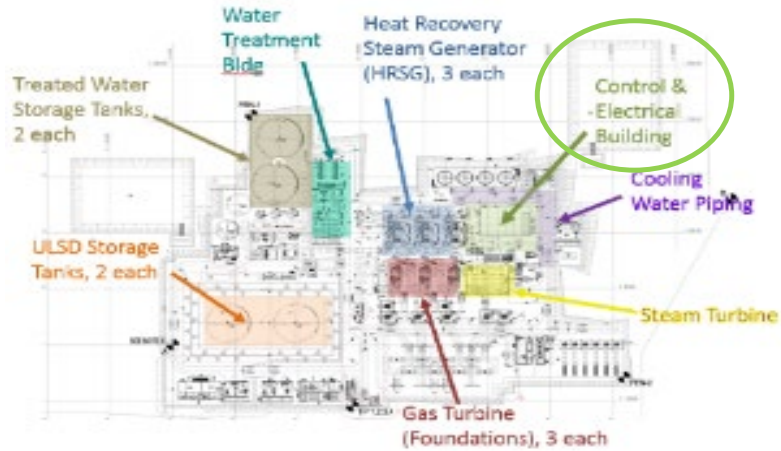
Plant construction progresses steadily. Major Ongoing work includes: Restoration of ULSD and Treated Water tanks, cable pulling & termination work, and Cooling Tower fan deck assembly & erection.

Actual accumulated progress including Engineering, Procurement, and Construction: **85.69%**
(as of April 30, 2024)



General Manager's Report

Ukudu Power Plant Construction Status



Medium Voltage Switchgear – Electrical work checkout and testing is ongoing



Control & Electrical Building



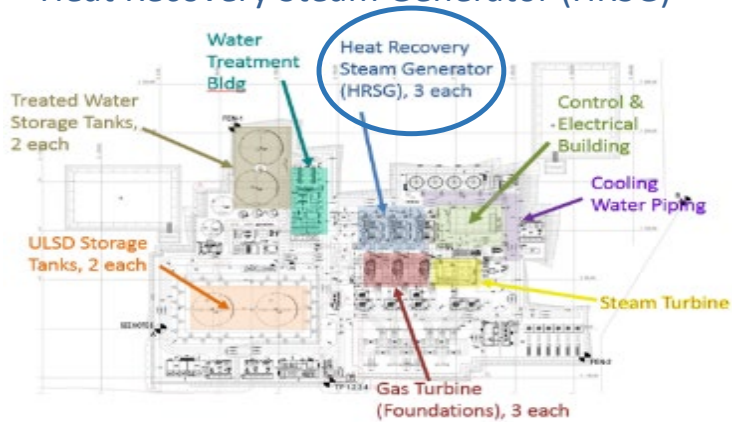
MV Switchgear Area



General Manager's Report

Ukudu Power Plant Construction Status

Heat Recovery Steam Generator (HRSG)



Installation of the HRSG building siding is ongoing



HRSG 1-3: Installation of the Inlet Duct Insulation Steel Structure is ongoing

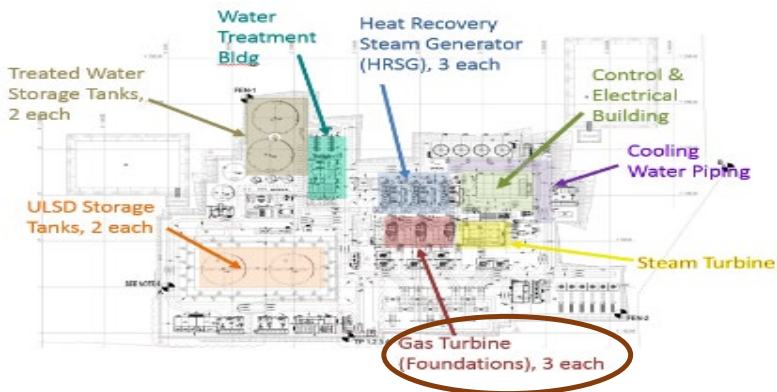


Installation of HRSG 2 outlet stack is completed



General Manager's Report

Ukudu Power Plant Construction Status



GTG Building – Air intake and piping installation is in progress

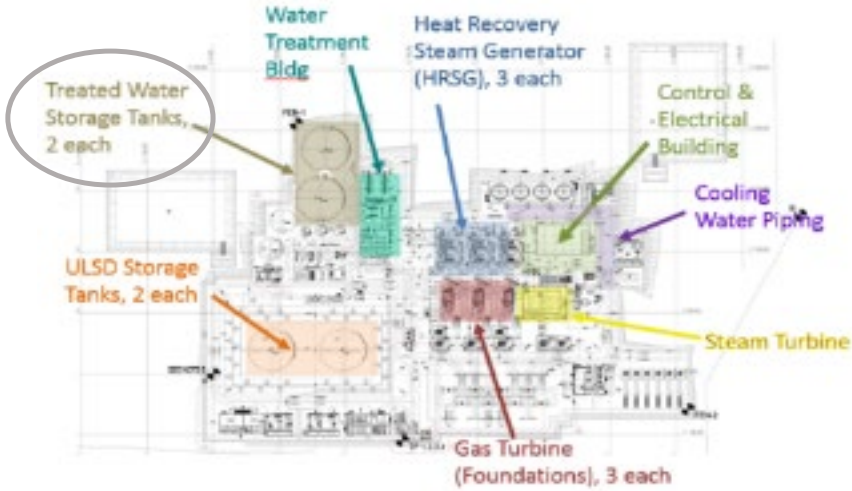


Combustion Turbine 2



General Manager's Report

Ukudu Power Plant Construction Status

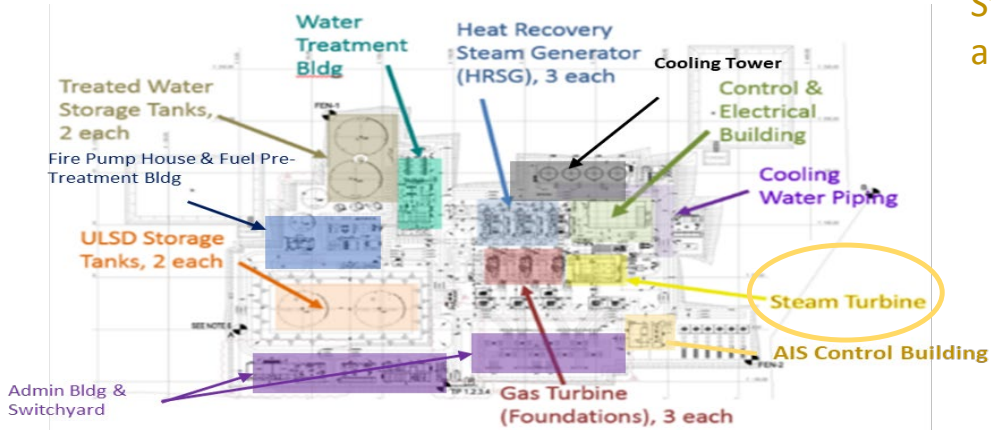


Treated Water Storage Tanks:
Treated Water Tank A – 5 Courses in place
Treated Water Tank B – 6 Courses in place



General Manager's Report

Ukudu Power Plant Construction Status



Steam Turbine & Generator Building – Shaft alignment activities are ongoing

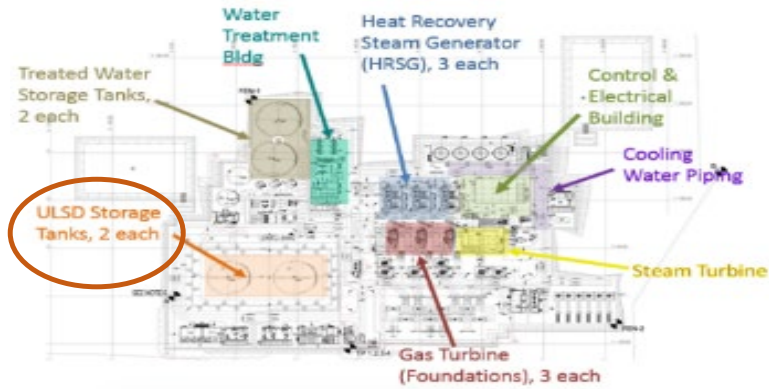


Installation of the Steam Turbine HP section is ongoing



General Manager's Report

Ukudu Power Plant Construction Status



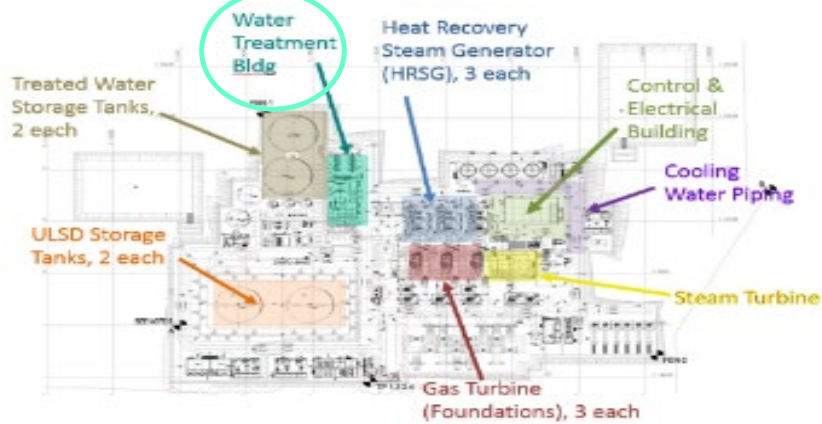
ULSD Storage Tanks – Both Tanks have all 6 courses of steel walls in place



Installation of internal columns are ongoing to prepare for roof installation

General Manager's Report

Ukudu Power Plant Construction Status

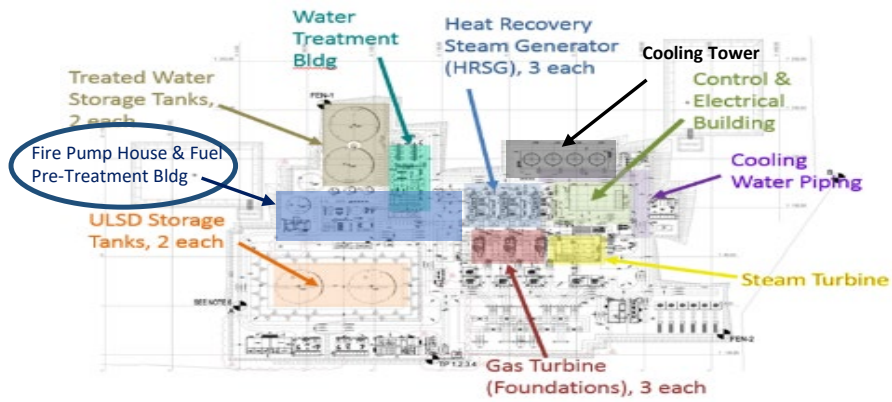


Water Treatment Building – Piping installation and Hydro-Testing is ongoing



General Manager's Report

Ukudu Power Plant Construction Status



Fire Loop Piping is nearly completed

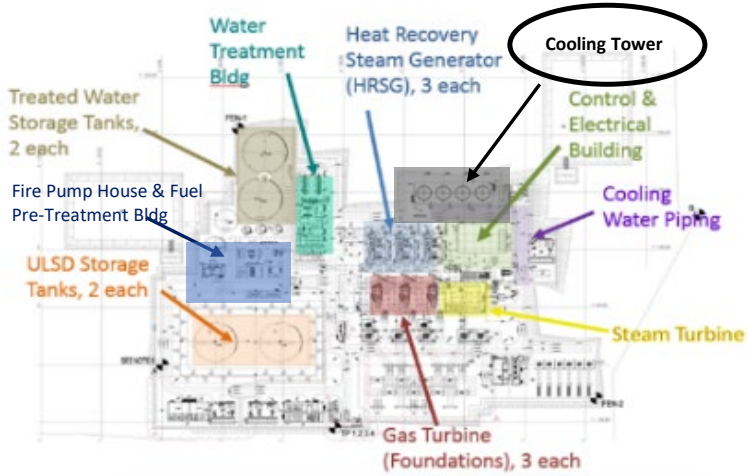


Fire Fighting Tank: Shell plate installation is ongoing



General Manager's Report

Ukudu Power Plant Construction Status



Cooling Tower & Basin – FRP structure assembly is in progress.

