



GWA RESOLUTION NO. 33-FY2024

**RELATIVE TO THE CREATION AND APPROVAL OF POSITION CLASSIFICATION
SPECIFICATION FOR THE WATER-WASTEWATER OPERATIONS ENGINEER**

WHEREAS, under 12 G.C.A. § 14105, the Consolidated Commission on Utilities (“CCU”) has plenary authority over financial, contractual, personnel, and policy matters relative to the Guam Waterworks Authority (“GWA”); and

WHEREAS, the GWA is a Public Corporations established and existing under the laws of Guam; and

WHEREAS, the Guam Waterworks Authority (“GWA”) is responsible for the production, treatment, distribution, and management of Guam’s water supply, as well as the collection and treatment of wastewater, ensuring the continued delivery of safe and reliable water and wastewater services to the community; and

WHEREAS, the CCU recognizes the critical importance of maintaining operational efficiency, infrastructure integrity, and technical expertise to meet GWA's objectives and to support its growing water and wastewater demands; and

WHEREAS, the GWA has identified the need for a specialized Water-Wastewater Operations Engineer position dedicated to supporting the operational division, assisting the Assistant General Manager of Operations, and addressing both strategic and day-to-day technical needs in the water and wastewater systems; and

WHEREAS, there is an existing knowledge gap between the engineering design and construction of GWA’s water and wastewater systems and the operation of those systems by GWA certified operators which can be bridged by engineers with operations experience and qualifications; and

1 **WHEREAS**, the creation of this position will enhance GWA’s ability to optimize the
2 performance, maintenance, and management of its water and wastewater infrastructure,
3 contributing to improved service delivery, reduced downtime, and the longevity of critical assets;
4 and

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6 **WHEREAS**, GWA Management desires to encourage the role of engineers as certified
7 operators to improve recruitment/retention in operational divisions, and over the long-term
8 enhance the quality of GWA operations through a more effective collaboration between
9 engineers and operators; and

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11 **WHEREAS**, the GWA has conducted a comprehensive job evaluation, utilized the
12 Strategic Pay Plan Methodology, and determined the appropriate compensation structure for this
13 position based on industry standards and market data; and

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15 **WHEREAS**, the GWA General Manager requests the CCU to approve the creation of the
16 Water-Wastewater Operations Engineer in the Classified status and approve its job specification
17 standard; and

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19 **WHEREAS**, Public Law 34-131, Section 2, §6303 (d) and (2C) authorizes the creation
20 of positions in Autonomous Agencies and Public Corporations; and

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22 **WHEREAS**, GWA and GPA Personnel Rules and Regulations as amended by Public
23 Law 28-159 Section 3 (C) authorizes the CCU to amend, modify or add a position to the list of
24 certified, technical, and professional positions; and

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26 **NOW BE IT THEREFORE RESOLVED**, the Consolidated Commission on Utilities,
27 as the Governing Body of the Guam Waterworks Authority and the Guam Power Authority, does
28 hereby approve and authorize the following:

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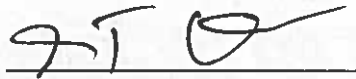
1. The creation of the Water-Wastewater Operations Engineer in the classified service and addition of the position to the Certified, Technical, and Professional (CTP) list of positions.
2. The adoption of the proposed minimum and maximum range of compensation, in accordance with the Strategic Pay Methodology as follows:

Benchmark Position	20 th Market Percentile (2017 Market Data – 5 Sub-Steps)										
	Structural Adjustment- MIN						Structural Adjustment- MIN				
	JE Points	Base Salary	Hourly	Grade	Step	Sub-Step	Base Salary	Hourly	Grade	Step	Sub-Step
Water-Wastewater Operations Engineer	1020	\$100,609	\$48.37	O	1	D	\$104,687	\$50.33	O	2	D

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

DULY AND REGULARLY ADOPTED, this 25th day of September 2024.

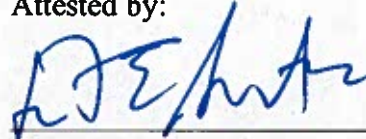
Certified by:



JOSEPH T. DUENAS

Chairperson

Attested by:



PEDRO ROY MARTINEZ

Secretary

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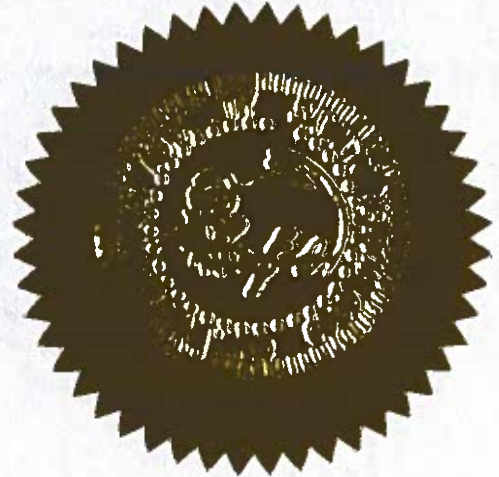
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SECRETARY'S CERTIFICATE

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

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

AYES:	<u>5</u>
NAYS:	<u>0</u>
ABSENT:	<u>0</u>
ABSTAIN:	<u>0</u>



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