



GUAM POWER AUTHORITY

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

PETITION

The Guam Power Authority hereby petitions the Consolidated Commission on Utilities (CCU) the following:

AMENDMENT OF POSITION Assistant General Manager - Operations (GPA)

This petition is in compliance with 4 GCA, Chapter 6, §6303 (d) (added by Public Law 28-112). The petition is also required by 4 GCA, §6205 and §6303 as public documents for the purposes of 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 GPA's Human Resources Office at 671-648-3130.

for: *John Kim*
JOHN M. BENAVENTE, P.E.
GENERAL MANAGER



**STAFF REPORT
PETITION FOR AMENDMENT
ASSISTANT GENERAL MANAGER – OPERATIONS (GPA)**

I. REQUEST

The Guam Power Authority (GPA) petitions the Consolidated Commission on Utilities (CCU) to amend the following position in the unclassified status following Public Law 28-159 & Guam Code Annotated Title 4, Chapter 6 § 6303 (e).

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II. AUTHORITY

Public Law 28-159, Section 3(c) Amendment of Certified, Technical and Professional Positions. The following information is provided according to 4 GCA, §6303 (e) Creation of positions in the Autonomous Agencies and Public Corporations:

- (1)** If a position established under § 6303 is amended in pay range, position description, or qualifications, the change must be submitted through a petition by the head of the line agency, department, autonomous agency, or public corporation listed in 4 GCA § 4105(a). The petition must include:

- A.** *The justification for the amendment of the position:*

The Guam Power Authority (GPA) proposes to amend the minimum experience and qualification requirements for the Assistant General Manager of Operations (AGMO) to incorporate broader equivalent executive-level operational qualifications that more accurately reflect the current scope of duties, organizational structure, and workforce planning objectives of the Authority. This proposed revision is informed by updated organizational analysis, functional job alignment, and succession planning considerations, while continuing to recognize engineering licensure as a preferred and advantageous credential.

A review of the existing minimum qualifications confirms it must remain demonstrably job-related and aligned with the essential functions and bona fide occupational requirements of the position. An evaluation of the AGMO’s duties indicates that the role functions primarily as an executive operational leader responsible for enterprise-wide coordination, operational performance management, workforce oversight, system reliability, safety governance, and cross-divisional strategic implementation. The position does not independently perform professional engineering design, exercise licensed engineering judgment, or assume statutory engineering authority that would require a mandatory Professional Engineer (P.E.) license under GPA’s current operational framework.

Since the establishment of the Assistant General Manager of Engineering and Technical Services (AGMETS) in 2016, GPA has intentionally distinguished operational leadership from licensed engineering authority. The AGMETS role was created to centralize professional engineering oversight, technical compliance, and engineering design



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accountability within a dedicated division. This structural evolution reflects modern utility governance models that separate executive operational management from licensed technical authority. As a result, retaining a mandatory P.E. licensure requirement for the AGMO position no longer aligns with the functional expectations of the role or the Authority's current division of responsibilities. Instead, engineering licensure is more appropriately positioned as a preferred qualification that enhances technical perspective without limiting leadership eligibility.

Maintaining licensure as a strict minimum requirement creates an unnecessary barrier for experienced operational leaders who possess extensive knowledge of utility operations, infrastructure systems, regulatory coordination, and supervisory leadership but may not hold engineering licensure. Expanding the qualification framework supports workforce mobility, strengthens leadership pipelines, and promotes sustainable succession planning — particularly within critical operational divisions where continuity of leadership is essential.

Engineering licensure will remain identified as a preferred or highly desirable qualification, allowing GPA to continue attracting candidates with strong technical credentials while ensuring the qualification standard remains inclusive of broader executive leadership experience. Importantly, this amendment does not reduce professional engineering oversight or regulatory safeguards. Licensed engineering decisions, design authority, and technical compliance responsibilities will continue to reside within the Engineering and Technical Services division under the AGMETS, ensuring adherence to applicable engineering standards and regulatory requirements.

Overall, the proposed revision aligns the AGMO qualification standard with the Authority's evolving organizational model and operational priorities. By ensuring that minimum qualifications directly reflect the essential duties of the position, GPA strengthens succession planning flexibility, broadens the pool of qualified candidates, and reinforces a leadership framework that supports organizational stability, continuity, and long-term operational effectiveness.

B. *The essential details concerning the amendment of the position.*

Amendment to the Minimum Experience and Training to reflect the following:

A) Ten (10) years of progressively responsible professional experience in electric utility operations including five (5) years which shall have been in a supervisory capacity and graduation from a recognized college or university with a bachelor's degree in Electrical/Mechanical Engineering, plus current registration of a professional engineer by any state or U.S. territory; or

B) Twelve (12) years of progressively responsible professional experience in electric utility operations, with demonstrated experience in one or more of the following functional areas: Generation, Transmission and Distribution or Power System Control, including five (5) years in a supervisory or managerial capacity, and graduation from a recognized college or university with a bachelor's degree in Engineering, Business Administration, Public Administration, or a closely related field; or



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C) Fifteen (15) years of progressively responsible professional experience in electric utility operations, with demonstrated experience in one or more of the following functional areas: Generation, Transmission and Distribution, or Power System Control, including five (5) years in a supervisory or managerial capacity.

Vice: Ten (10) years of progressively responsible professional experience in electric utility operations including five (5) years which shall have been in a supervisory capacity and graduation from a recognized college or university with a bachelor's degree in Electrical/Mechanical Engineering, plus current registration of a professional engineer by any state or U.S. territory.

Position Description, see attached.

C. The amended pay range and position description;

The proposed pay ranges remain unchanged and are consistent with 4 GCA § 6301, as implemented through GPA’s Compensation Plan authorized by Public Law 28-159 and approved by the Consolidated Commission on Utilities (CCU) in October 2007. The proposed compensation is in accordance with the Strategic Pay Plan Methodology.

Pay Methodology: Information was gathered from various public utilities associated with the American Public Power Association (APPA), the American Waterworks Association (AWWA), and other utilities with comparable positions within the United States. The information collected was used to analyze and develop the proposed job standards as they apply to the work performed for the Commission, and GPA Executive Management. The staff collaboratively reviewed the duties associated with the proposed creations as indicated in the position descriptions. In evaluating these positions, the Strategic Pay Job Evaluation Methodology was utilized to determine the job evaluation points based on a total of twelve (12) measurement factors: Education, Experience, Complexity, Scope of Work, Problem Solving, Freedom to Act/Supervision Received, Work Environment, Physical Demands, Impact of Discretionary Decisions, Human Relations Skills/Contact, Authority Exercised, and Supervisor/Managerial Responsibility.

Based on market research conducted by the compensation consulting firm Alan Searle & Associates, and consistent with GPA’s compensation models applicable to the respective industry, the implementation pay ranges shall remain unchanged and slotted at the 35th market percentile using 2022 market data.

Benchmark Position	35 th Market Percentile (2022 Market Data – 5 Sub-Steps) - GPA										
	Structural Adjustment- MIN						Structural Adjustment- MIN				
	JE Points	Base Salary	Hourly	Grade	Step	Sub-Step	Base Salary	Hourly	Grade	Step	Sub-Step
Assistant General Manager – Operations	1601	\$177,408.15	\$85.29	T	04	C	\$184,611.64	\$88.76	T	05	C



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D. Any other pertinent information

N/A

- (2) The petition for the amendment shall be posted on the line agency, department, autonomous agency, or public corporation’s website (or, in the case of the Judiciary’s website) for ten (10) days (Saturdays, Sundays, and government of Guam holidays excepted), and must comply with § 6303.1(a).
- (3) No amended position may be filled until after compliance with the provisions of this Section, and one hundred eighty (180) days have elapsed from the date of filing with the Legislative Secretary
- (4) If a position’s qualifications were amended and the position must be filled prior to the one hundred eighty (180) day period, the last approved position qualification shall be used for selection. No penalty shall be applied to any applicant who does not meet requirements from an amended position description that did not complete the one hundred eighty (180) day period.

III. RECOMMENDATION

- 1. To approve the amended Job Standard qualifications of the Assistant General Manager of Operations position.
- 2. Retain the existing implementation pay range in accordance with the Authority’s Compensation Model as approved, positioned at the 35th market percentile using 2022 Market Data.

2/27/2026

Jon-Rey P. Aguiqui
Personnel Services Administrator

2/27/2026

Beatrice P. Limtiaco
Assistant General Manager, Administration

for:

3/3/2026

John M. Benavente, P.E.
General Manager

Assistant General Manager – Operations (GPA)

NATURE OF WORK IN THIS CLASS

The Assistant General Manager - Operations plans, coordinates, staffs and directs the Authority's generating, transmission and distribution, power system control center, transportation and facilities activities, and in a manner which provides continuity of electric service and operations in accordance with industry standards, practices, policies, procedures, safety practices, economic work processes and practices of department/divisions including, but is not limited to, the generation, transmission and distribution, power system control center, transportation and facilities divisions.

This position reports to the General Manager and is responsible for the effective conduct of electric services and operations within the framework of authorized policies and budgets; performs related work as required

ILLUSTRATIVE EXAMPLES OF WORK (The following duties are illustrative of the work for which the Assistant General Manager-Operations is responsible, either directly or through delegation to subordinates, as appropriate):

Plans, organizes, staffs, coordinates and directs assigned staff and activities including and not limited to the generation, transmission and distribution, power system control center, transportation and facilities divisions; ensures compliance with industry standards, applicable federal and local laws and regulations related to work activities; plans, organizes, coordinates and directs programs and services, training of employees; evaluates the results and recommends policies, procedures, and action to achieve goals.

Makes recommendations; assists in developing and implementing plans, policies and programs and recommends for the approval of the General Manager, the Consolidated Commission on Utilities (CCU), and the Public Utilities Commission (PUC); coordinates the update of policies to be consistent with local and federal regulations and laws.

Reviews, analyzes and evaluates performance and operation of divisions under his/her jurisdiction and develops strategy for implementing changes benefiting the organization.

Coordinates preparation, reviews and administers department/division budgets and related activities.

Prepares or supervises preparation of reports on support programs and activities and other matters as necessary.

Coordinates and works with other department/division heads, consultants, contractors and outside agencies, as appropriate.

Ensures operations and maintenance of facilities are in compliance with safety standards and practices.

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Resolves customer complaints and problems.

May represent and/or testify before legislative committees or administrative boards/councils on behalf of the Authority.

May serve as Acting General Manager as appointed by the General Manager, with the consent of the CCU to serve in his absence.

Performs other related duties as assigned by the General Manager.

MINIMUM KNOWLEDGE, ABILITIES, AND SKILLS

Knowledge of electric utility operating procedures and practices; electric utility construction maintenance and operating principles including generation, transmission and distribution, and electric utility resource planning.

Knowledge of budget development, implementation and administration.

Ability to plan, coordinate, and manage engineering and technical services planning activities and operations; plan, administer and evaluate work programs; analyze and develop recommendations, including process change.

Ability to prepare and develop cost estimates and budget figures.

Ability to develop and implement policies and procedures; apply critical thinking and strategy.

Ability to interpret and apply federal and local laws and complex governmental regulations, pertaining to work.

Ability to conduct effective methods of communication both oral and written; draft and review regulations, policies and procedures; conduct presentations.

Ability to supervise, train and evaluate the work of others; provide clear expectations and direction.

Ability to maintain industry and safety standards.

Ability to work effectively with the general public and employees; establish and maintain cooperative and professional working relationships with those contacted in the course of the work.

Ability to prepare reports.

Ability to perform other related duties as required.

MINIMUM EXPERIENCE AND TRAINING

A) Ten (10) years of progressively responsible professional experience in electric utility operations including five (5) years which shall have been in a supervisory capacity and

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graduation from a recognized college or university with a bachelor's degree in Electrical/Mechanical Engineering, plus current registration of a professional engineer by any state or U.S. territory; or

- B) Twelve (12) years of progressively responsible professional experience in electric utility operations, with demonstrated experience in one or more of the following functional areas: Generation, Transmission and Distribution or Power System Control, including five (5) years in a supervisory or managerial capacity, and graduation from a recognized college or university with a bachelor's degree in Engineering, Business Administration, Public Administration, or a closely related field; or
- C) Fifteen (15) years of progressively responsible professional experience in electric utility operations, with demonstrated experience in one or more of the following functional areas: Generation, Transmission and Distribution, or Power System Control, including five (5) years in a supervisory or managerial capacity.

Established: September 27, 2016
Amended: March 17, 2026

Francis E. Santos, Chairman
Consolidated Commission on Utilities