



# 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 25<sup>th</sup> percentile of the 2017 market regressed to the 5<sup>th</sup> 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 30<sup>th</sup> market percentile in FY2024,  
31 and incrementally thereafter to reach the 50<sup>th</sup> market percentile by FY2028. The  
32 General Manager may determine the breadth and application of sub-steps to  
determine the implementation ranges.

1 4. The GPA General Manager may transfer monies from non-labor account to the  
2 labor account for the implantation of structural pay adjustment up to the 50<sup>th</sup>  
3 market percentile, within approved Fiscal Year Operations and Maintenance  
4 budgets, as necessary.  
5

6 **RESOLVED**, that the Chairman of the Commission certifies and the Secretary of the  
7 Commission attests to the adoption of this Resolution.  
8

9 **DULY AND REGULARLY ADOPTED**, this 28<sup>th</sup> day of May, 2024.  
10

11 Certified by:

12 

13 **JOSEPH T. DUENAS**  
14 Chairperson

11 Attested by:

12 

13 **PEDRO ROY MARTINEZ**  
14 Secretary

15  
16  
17 **SECRETARY'S CERTIFICATE**  
18

19 I, **Pedro Roy Martinez**, Secretary of the Consolidated Commission on Utilities as  
20 evidenced by my signature above do hereby certify as follows:  
21

22 The foregoing is a full, true and accurate copy of the resolution duly adopted at a regular  
23 meeting by the members of the Guam Consolidated Commission on Utilities, duly and  
24 legally held at a place properly noticed and advertised at which meeting a quorum was  
25 present and the members who were present voted as follows:  
26

27 AYES:

5

28 NAYS:

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29 ABSTAIN:

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30 ABSENT:

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