



I Mina'Trentai Tres Na Liheslaturan Guåhan  
Office of The Legislative Secretary  
Tina Rose Muña Barnes

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October 7, 2016

MEMORANDUM

To: The Honorable Judith T. Won Pat, Ed.D  
Speaker, 33<sup>rd</sup> Guam Legislature

From: Senator Tina Rose Muña Barnes  
Legislative Secretary, 33<sup>rd</sup> Guam Legislature

Subject: Creation of Positions – Guam Power Authority

33-16-2073  
Office of the Speaker  
Judith T. Won Pat, Ed.D

Date: 10/07/16  
Time: 9:42 AM  
Received By: [Signature]

Hafa adai! Please see attached memorandum of October 4, 2016 from Mr. John M. Benavente, P.E., General Manager of the Guam Power Authority regarding the filing of creation of positions.

As Legislative Secretary, I am transmitting this request for further disposition. Thank you!

2016 OCT -7 AM 9:59

2073



# GUAM POWER AUTHORITY

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

October 4, 2016

EXE/SDP/2017-002  
**MEMORANDUM**

TO: Honorable Tina Rose Muna Barnes  
Legislative Secretary, 33rd Guam Legislature

FROM: General Manager

SUBJECT: **Filing of Creation of Positions**  
**RE: Assistant General Manager, Engineering & Technical Services (UC)**  
**Assistant General Manager, Administration (UC)**  
**Amendment-Assistant General Manager, Operations (UC)**

In accordance with §6303 (d) of Title 4, Guam Code Annotated, transmitted herewith is a copy of Resolution No. 2016-54 adopted and approved by the Consolidated Commission on Utilities (CCU) on September 27, 2016, relative to the creation of the Assistant General Manager, Engineering & Technical Services and Assistant General Manager, Administration positions, and the amendment of the Assistant General Manager, Operations positions in the unclassified service and as a certified, technical and professional positions. These positions are essential and shall support the organizational realignment of the managerial structure at the Guam Power Authority.

*Si Yu'os Ma'ase.*

  
JOHN M. BENAVENTE, P.E.

Attachments

*Office of Sen. Barnes*

**RECEIVED**

    *ce*              *10/6/16*     *4:17p*  
INITIAL                      DATE

## **Assistant General Manager- Administration (GPA), (Unclassified)**

### **JOB SUMMARY:**

The Assistant General Manager – Administration plans, coordinates, staffs and directs the Authority's day-to-day administration activities in a manner which provides continuity of support service in accordance with local and federal mandates, modern standards, policies, procedures and work processes and practices of department/divisions including, but is not limited to, the customer services, human resources and safety divisions.

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

**ILLUSTRATIVE DUTIES:** (The following duties are illustrative of the work for which the Assistant General Manager-Administration 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 customer services, human resources and safety divisions; insures compliance with applicable local and federal 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 and the board [Consolidated Commission on Utilities CCU)]; 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.

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 board to serve in his absence.

Performs other related duties as assigned by the General Manager.

**Knowledge, Abilities and Skills** - The Assistant General Manager – Administration should have the following qualifications:

Knowledge of principles and methods of public or business administration and program planning.

Knowledge of budget development, implementation and administration.

Ability to plan, coordinate, and manage administration 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 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:**

Eight (8) years of progressively responsible professional experience in management services work, including business office and customer relations, human resources or safety administration, 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 public or business administration or related field.

ESTABLISHED:        SEPTEMBER 27, 2016

  
\_\_\_\_\_  
**JOSEPH T. DUENAS, Chairman**  
**Consolidated Commission on Utilities**

**Assistant General Manager- Engineering & Technical Services  
(GPA), (Unclassified)**

**JOB SUMMARY:**

The Assistant General Manager –Engineering and Technical Services plans, coordinates, staffs and directs the Authority’s strategic planning and operations research services, engineering and planning services, including regulatory engineering and information technology services that support the operations and strategic business objectives, and in a manner which provides continuity of technical services in accordance with industry standards, local and federal mandates, safety practices, work processes, practices, policies and procedures of department/divisions including, but is not limited to, the engineering, strategic operations and research development, information technology, and planning and regulatory divisions.

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

**ILLUSTRATIVE DUTIES:** (The following duties are illustrative of the work for which the Assistant General Manager-Engineering & Technical Services 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 strategic planning and operations research, engineering, planning and regulatory and information technology divisions; insures compliance with applicable local and federal 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 and the board [Consolidated Commission on Utilities CCU]; 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.

Page 2 of 3 CONT. Assistant General Manager – Engineering & Technical Services  
(GPA), Unclassified)

Ensures operations are in compliance with safety standards and practices.

Resolves customer complaints and problems.

May assist or direct, as assigned, activities including energy resource planning and procurement, complex modeling and decision analysis; energy risk management and forecasting; conduct of studies, strategically evaluating alternatives and recommending solutions.

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 board to serve in his absence.

Performs other related duties as assigned by the General Manager.

**Knowledge, Abilities and Skills** - The Assistant General Manager – Engineering & Technical Services should have the following qualifications:

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:**

Ten (10) years of progressively responsible professional experience in electric utility engineering and planning, electric utility construction maintenance and operating principles, 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.

ESTABLISHED:        SEPTEMBER 27, 2016



\_\_\_\_\_  
**JOSEPH T. DUENAS, Chairman**  
**Consolidated Commission on Utilities**

## **Assistant General Manager- Operations (GPA), (Unclassified)**

### **JOB SUMMARY:**

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 DUTIES:** (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; insures 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 and the board [Consolidated Commission on Utilities CCU)]; 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.



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 board to serve in his absence.

Performs other related duties as assigned by the General Manager.

**Knowledge, Abilities and Skills** - The Assistant General Manager – Operations should have the following qualifications:

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:**

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.

ESTABLISHED:        SEPTEMBER 27, 2016



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**JOSEPH T. DUENAS, Chairman**  
**Consolidated Commission on Utilities**



**CONSOLIDATED  
COMMISSION ON UTILITIES**

Guam Power Authority • Guam Waterworks Authority  
P.O. BOX 2977 • Agana, Guam 96932

**CONSOLIDATED COMMISSION ON UTILITIES**

**RESOLUTION NO. 2016-54**

***RESOLUTION RELATIVE TO THE CREATION OF THE ASSISTANT GENERAL MANAGER,  
ENGINEERING & TECHNICAL SERVICES AND ASSISTANT GENERAL MANAGER,  
ADMINISTRATION POSITIONS; AND THE AMENDMENT OF THE ASSISTANT GENERAL  
MANAGER, OPERATIONS POSITION***

**WHEREAS**, the General Manager, Guam Power Authority petition's the Consolidated Commission on Utilities (CCU) to create an Assistant General Manager, Engineering & Technical Services position, and an Assistant General Manager, Administration position in the unclassified service; and

**WHEREAS**, the General Manager, Guam Power Authority petition's the Consolidated Commission on Utilities (CCU) to amend the Assistant General Manager, Operations position, job specification and Job Evaluation (JE) assignment; and

**WHEREAS**, Public Law 28-112 and 4 GCA §6303 (d) authorizes the creation of positions in Autonomous Agencies and Public Corporations; and

**WHEREAS**, GPA Personnel Rules and Regulations Section 7.03 (c), authorizes the General Manager to petition the CCU to amend, to include, but not limited to, deleting, adding, or modifying such positions, the approved list of the Authority's Certified, Technical, and Professional positions; and

**WHEREAS**, the Guam Power Authority is a public corporation established and existing under the laws of Guam; and

**WHEREAS**, the creation and amendment of these Assistant General Manager positions are essential to the realignment of GPA's organizational structure; and

1           **WHEREAS**, these positions and the realignment of the reporting structure will streamline  
2 the General Manager position's span of control and provide the General Manager the ability to  
3 concentrate and focus on higher level management and strategic planning initiatives; and

4           **WHEREAS**, the Guam Power Authority (GPA) management has provided the CCU with  
5 a petition (see Exhibit-Staff Report attached hereto) in compliance with the petition requirements  
6 mandated by Guam law which are conditions precedent for the CCU to create and amend any  
7 new positions; and

8           **WHEREAS**, the CCU has the lawful authority under Guam Public Law 28-113 and 28-  
9 159, as well as the accompanying rules which were approved by the Guam Legislature, to  
10 create a list of certified, technical and professional positions on behalf of the Guam Power  
11 Authority;

12           **WHEREAS**, after further consideration, the CCU does hereby wish to amend the  
13 certified, technical and professional job listing which incorporates these new positions approved  
14 via this resolution.

15  
16           **NOW THEREFORE, BE IT RESOLVED**, by the Consolidated Commission on Utilities  
17 does hereby approve and authorize as follows:

- 18  
19           1.     The Assistant General Manager, Engineering & Technical Services position is  
20                 hereby created in the unclassified service pursuant to the petition presented to  
21                 the CCU that is certified by as complying in all pertinent ways with the  
22                 requirements set forth under Guam law for such petition.
- 23           2.     The Assistant General Manager, Administration position is hereby created in the  
24                 unclassified service pursuant to the petition presented to the CCU that is certified  
25                 by as complying in all pertinent ways with the requirements set forth under Guam  
26                 law for such petition.
- 27           3.     The Assistant General Manager, Operations position job specification and JE  
28                 assignment is hereby amended pursuant to the petition presented to the CCU

1 that is certified by as complying in all pertinent ways with the requirements set  
2 forth under Guam law for such petition.

3 4. The amendment of the certified, technical and professional job listing which  
4 incorporates these new positions approved via this resolution is hereby approved  
5 pursuant to the petition presented to the CCU that is certified by as complying in  
6 all pertinent ways with the requirements set forth under Guam law for such  
7 petition.

8 5. The market percentile options recommended based on the 2016 Market Data for  
9 each Assistant General Manager position are hereby adopted pursuant to the  
10 petition presented to the CCU. The annual salary for each position will  
11 commensurate with experience and qualifications per hire as recommended by  
12 the General Manager and approved by the CCU.

13  
14 **RESOLVED**, that the Chairman certified and the Secretary attests to the adoption of this  
15 Resolution.

16  
17 DULY AND REGULARLY ADOPTED AND APPROVED this 27th day of September,  
18 2016.

19 Certified by:

20 

21 JOSEPH T. DUENAS  
22 Chairperson  
23 Consolidated Commission on Utilities  
24 Utilities

25 Attested by:

26 

27 J. GEORGE BAMBA  
28 Secretary  
Consolidated Commission on

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SECRETARY'S CERTIFICATE

I, J. George Bamba, Secretary for the Consolidated Commission on Utilities do hereby certify that the foregoing is a full, true, and correct copy of the resolution duly adopted at a regular meeting of the members of Guam's Consolidated Commission on Utilities, duly and legally held at the meeting place thereof on September 27, 2016, at which meeting of all said members had due notice and at which at least a majority thereof were present, and

At said meeting said resolution was adopted by the following vote:

Ayes: 3

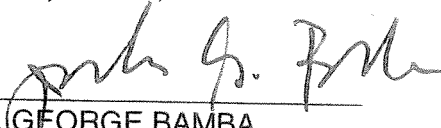
Nays: 0

Absent: 2

Abstain: 0

Said original resolution has not been amended, modified, or rescinded since the date of its adoption, and the same is now in full force and effect.

SO CERTIFIED this 27<sup>th</sup> day of September, 2016.

  
\_\_\_\_\_  
J. GEORGE BAMBA  
Secretary  
Consolidated Commission on Utilities

**GUAM POWER AUTHORITY  
STAFF REPORT**

**I. REQUEST:**

The General Manager of the Guam Power Authority request's to create two Assistant General Manager positions to support the organizational realignment of the managerial structure at the Guam Power Authority. These positions consist of the Assistant General Manager, Engineering and Technical Services (AGMET); and the Assistant General Manager, Administration (AGMA). The General Manager also request's to amend the Assistant General Manager, Operations job specification consistent with the proposed creations of the AGMET and AGMA positions.

**II. AUTHORITY:**

- a. 12 GCA §8104.13 - Guam Power Authority
- b. P.L. 28-159 Section 3 (C)
- c. 4 GCA §6303(d)
- d. 4 GCA §6303 (2) and §6303.1

**III. SUMMARY:**

The creation of two additional Assistant General Manager positions and the amendment of the Assistant General Manager, Operations positions are essential to the realignment of GPA's organizational structure. The addition of two assistant general manager positions will streamline the number of direct reports to the General Manager position and provide a manageable span of control. The General Manager position will have the ability to concentrate and focus on higher level management and strategic planning initiatives.

The creation of two (2) assistant general manager positions includes the formation of three (3) departments: 1) Operations; 2) Engineering and Technical Support; and 3) Administration. Each department will be headed by an Assistant General Manager position which consist of the following: 1) Assistant General Manager, Operations (AGMO); 2) Assistant General Manager, Engineering and Technical Support (AGMET); and 3) Assistant General Manager, Administration (AGMA). The proposed job standards are shown in the attachments herein as Exhibit A-AGMO; Exhibit B- AGMET; and Exhibit C- AGMA.

These positions will be funded from the Guam Power Authority budget allocations and has no financial impact to the General Fund.

The proposed FY 2017 organizational chart as shown in the attachment herein as Exhibit D depicts the departmental structure and the list of direct reports by division.

#### IV. CLASSIFICATION REVIEW:

The creation of the AGMET position and the realignment of the divisional reporting structure minimally impacted the job evaluation points assigned to the AGMO position. A reduction in the staffing levels under the AGMO impacted the point assignment in the job factor No.12 – Supervisory & Managerial Responsibility. This factor accounts for the supervision and management of human resources (both directly and indirectly) within the organization. The total job evaluation (JE) points decreased from a total of 1581 points to a new total of 1566 JE points.

There is an 11 JE point(s) differential between the AGMO and the AGMET positions. The total JE points assigned to the AGMET is 1555 points. While these positions were assessed similarly in ten out of 12 job factors, the AGMET rated higher in the Problem Solving job factor and lower in the Supervisory & Managerial Responsibility job factor. The problem solving factor takes into account the problem solving requirements associated with the position. It measures such facets as the amount of judgment exercised, the availability of rules and guidelines to assist in problem solving, the degree of analysis necessary to appreciate the full consequences of a problem and the originality, ingenuity and initiative required to arrive at a solution. The AGMET position problem solving job factor received a score of F175 and the AGMO position received a score of F152 in the problem solving job factor. The total JE points assigned to the AGMET position is 1555.

The AGMA position is assessed a total of 1468 JE points. A differential of 76 JE points from the initial assessment in 2007 of 1392 JE points. The variance in job evaluation scores are seen in the education, experience and supervisory & managerial responsibility job factors. An increase in the education and experience required of the AGMA position is accounted for in the job evaluation points assigned to these job factors at J152 and K20 from J132 and K 175, respectively. The supervisory & managerial responsibility score decreased from E2 76 to D2 66.

The proposed job evaluation (JE) points for these positions are shown the attachment herein as Exhibit E.

Alan Searle and Associates recently conducted market review of each Assistant General Manager position. The findings of this market review were based on 2016 market data and indicate that GPA's position in the current market equates to approximately the 5<sup>th</sup> market percentile.

With GPA's current market position at the 5<sup>th</sup> market percentile this percentile option provides a good starting point for each Assistant General Manager position with regards compensation and the implementation ranges. Additional options were provided at the 10<sup>th</sup>, 15<sup>th</sup> and 20<sup>th</sup> market percentiles should a higher salary is required as a pay incentive.

Alan Searle and Associates provided several implementation range options and at each market percentile. A wider implementation range results in the minimum range being further away from the market percentile pay rate. The maximum range is the value that represents the market percentile.



The pay options recommended based on the 2016 market review for each Assistant General Manager position follows:

**1. Assistant General Manager Operations**

\$141,703 (R-9-B range minimum) to \$147,457 (R-10-B range maximum). This is based on the 5th market percentile with a +4 sub-step variance between range minimum and range maximum

\$136,174 (R-8-B range minimum) to \$147,457 (R-10-B range maximum). This is based on the 5th market percentile with a +8 sub-step variance between range minimum and range maximum

\$145,997 (R-10-A range minimum) to \$151,925 (R-11-A range maximum). This is based on the 10th market percentile with a +4 sub-step variance between range minimum and range maximum

\$140,300 (R-9-A range minimum) to \$151,925 (R-11-A range maximum). This is based on the 10th market percentile with a +8 sub-step variance between range minimum and range maximum

\$148,932 (R-10-C range minimum) to \$154,979 (R-11-C range maximum). This is based on the 15th market percentile with a +4 sub-step variance between range minimum and range maximum

\$143,121 (R-9-C range minimum) to \$154,979 (R-11-C range maximum). This is based on the 15th market percentile with a +8 sub-step variance between range minimum and range maximum

\$153,445 (R-11-B range minimum) to \$159,675 (R-12-B range maximum). This is based on the 20th market percentile with a +4 sub-step variance between range minimum and range maximum

\$147,457 (R-10-B range minimum) to \$159,675 (R-12-B range maximum). This is based on the 20th market percentile with a +8 sub-step variance between range minimum and range maximum

**2. Assistant General Manager Engineering & Technical Services**

\$141,703 (R-9-B range minimum) to \$147,457 (R-10-B range maximum). This is based on the 5th market percentile with a +4 sub-step variance between range minimum and range maximum

\$136,174 (R-8-B range minimum) to \$147,457 (R-10-B range maximum). This is based on the 5th market percentile with a +8 sub-step variance between range minimum and range maximum

\$145,997 (R-10-A range minimum) to \$151,925 (R-11-A range maximum). This is based on the 10th market percentile with a +4 sub-step variance between range minimum and range maximum

\$140,300 (R-9-A range minimum) to \$151,925 (R-11-A range maximum). This is based on the 10th market percentile with a +8 sub-step variance between range minimum and range maximum

\$148,932 (R-10-C range minimum) to \$154,979 (R-11-C range maximum). This is based on the 15th market percentile with a +4 sub-step variance between range minimum and range maximum

\$143,121 (R-9-C range minimum) to \$154,979 (R-11-C range maximum). This is based on the 15th market percentile with a +8 sub-step variance between range minimum and range maximum

\$153,445 (R-11-B range minimum) to \$159,675 (R-12-B range maximum). This is based on the 20th market percentile with a +4 sub-step variance between range minimum and range maximum

\$147,457 (R-10-B range minimum) to \$159,675 (R-12-B range maximum). This is based on the 20th market percentile with a +8 sub-step variance between range minimum and range maximum

### **3. Assistant General Manager Administration**

\$133,491 (R-7-D range minimum) to \$138,911 (R-8-D range maximum). This is based on 2016 market data at the 5th market percentile with a +4 sub-step variance between range minimum and range maximum

\$128,282 (R-6-D range minimum) to \$138,911 (R-8-D range maximum). This is based on 2016 market data at the 5th market percentile with a +8 sub-step variance between range minimum and range maximum

\$136,174 (R-8-B range minimum) to \$141,703 (R-9-B range maximum). This is based on 2016 market data at the 10th market percentile with a +4 sub-step variance between range minimum and range maximum

\$130,861 (R-7-B range minimum) to \$141,703 (R-9-B range maximum). This is based on 2016 market data at the 10th market percentile with a +8 sub-step variance between range minimum and range maximum

\$138,911 (R-8-D range minimum) to \$144,552 (R-9-D range maximum). This is based on 2016 market data at the 15th market percentile with a +4 sub-step variance between range minimum and range maximum

\$133,491 (R-7-D range minimum) to \$144,552 (R-9-D range maximum). This is based on 2016 market data at the 15th market percentile with a +8 sub-step variance between range minimum and range maximum

\$141,703 (R-9-B range minimum) to \$147,457 (R-10-B range maximum). This is based on 2016 market data at the 20th market percentile with a +4 sub-step variance between range minimum and range maximum

\$136,174 (R-8-B range minimum) to \$147,457 (R-10-B range maximum). This is based on 2016 market data at the 20th market percentile with a +8 sub-step variance between range minimum and range maximum

## **V. RECOMMENDATION (S):**

- A.) To approve the creation of the Assistant General Manager, Engineering and Technical Support; and the Assistant General Manager, Administration positions in the unclassified service and include these positions in the CTP list of positions;

- B) To approve the amendment of the Assistant General Manager, Operations positions job standard and the job evaluation points assigned as impacted by GPA's organizational realignment ;
- C.) The Consolidated Commission on Utilities (CCU) adopt and approve a market percentile option listed above for each Assistant General Manager position's compensation structure.

  
\_\_\_\_\_  
Julie L. Quinata  
Personnel Services Administrator

12 Sep 2016  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
John M. Benavente, P.E.  
General Manager

9-13-16  
\_\_\_\_\_  
Date