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GPA Proposes Employee Pay Increase Plan Funded Through Operational Savings, Ensuring No Increase to Power Base Rate

(Fadian, Mangilao) – Recognizing the urgent need to remain competitive in the recruitment and retention of local skilled workers, GPA is requesting the Consolidated Commission on Utilities (CCU) to adopt a pay plan via Resolution FY2024-007. The plan addresses the widening gap between local salaries and market standards with the proposal of a comprehensive pay increase plan for its employees. A gradual increase is being proposed in pay levels for GPA employees from its current ranking in the 5th percentile to the 50th percentile nationally over 5 years.

The plan will cost approximately $1 to $2 million annually, however, this will not result in rate increases for customers. Instead, GPA will leverage operational efficiencies to fund the plan, safeguarding customers from the impact. The operational savings will be achieved through streamlining workflows, the use of technology like the smart grid, and attrition.

"We recognize the significance of offering competitive compensation to GPA employees without burdening our customers with increased power bills. By streamlining operations, we are able to maintain optimal staffing levels while facilitating the seamless transfer of knowledge from experienced workers who are nearing retirement, to our apprentices and new hires," explained General Manager John M. Benavente, P.E.

Additionally, GPA continues its efforts to recruit talent through initiatives like the operations training program, and internships covering engineering, cybersecurity, accounting, and a US DOL Apprenticeship Program. Benavente emphasized, "The challenge of recruiting and retaining skilled workers isn't unique to GPA; it's a reality faced by every entity on Guam. GPA places a special emphasis on workforce development, laying the groundwork for future generations to advance the Clean Energy Master Plan and secure a brighter future for their children."

GPA will be accepting applications for internships until May 2, 2024. Interested participants can visit www.guampowerauthority.com under the “How Do I” tab to see listings, applications and instructions.

GPA would like to note that the government of Guam General Pay Plan 22% increase was not applied to GPA employees.

Please visit www.guampowerauthority.com and GPA’s social media pages for more information.

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