



# GUAM POWER AUTHORITY

ATURIDÂT ILEKTRESEDÂT GUÅHAN  
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## **PETITION**

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

**CREATION OF POSITION: (Classified)**  
**Assistant Manager of Engineering (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.

  
**John M. Benavente, P.E.**  
**General Manager**



# STAFF REPORT CREATION OF POSITION ASSISTANT MANAGER OF ENGINEERING (GPA)

## I. REQUEST

The Guam Power Authority (GPA) respectfully petition the Consolidated Commission on Utilities (CCU) to create the following position in the classified status following Public Law 28-112.

### Assistant Manager of Engineering (GPA)

## 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 (d) Creation of positions in the Autonomous Agencies and Public Corporations:

- (1) The petition of any agency, department, or public corporation listed in 4 GCA, §4105(d) of this Title to create a position shall include:

### *A. The justification for the new position:*

The Guam Power Authority (GPA) is proposing the creation of the Assistant Manager of Engineering position to address the growing demands and increasing complexity of its engineering operations. As GPA continues to modernize its infrastructure in response to rising community energy demands, military buildup, and the integration of advanced technologies such as smart grid, renewable energy and storage technologies, and advance analytic tools and renewable energy sources, the scope of engineering responsibilities has significantly expanded. This new position will provide essential support to the Engineering Manager by enhancing technical oversight, operational coordination, and strategic planning efforts.

The Assistant Manager of Engineering will play a vital role in ensuring the reliability and safety of GPA's system operations. Key responsibilities will include coordinating maintenance and planned outages, monitoring real-time system performance, and providing expert recommendations to support safe and reliable grid operations. Additionally, this role will be instrumental in navigating regulatory requirements by interpreting engineering codes and standards, identifying potential areas of ambiguity, and contributing to the development of GPA's internal technical standards. These efforts will enhance the Authority's compliance posture and promote consistency in engineering practices.

In the field, the Assistant Manager will evaluate and implement solutions to complex construction and operational challenges, develop inspection and testing plans for capital and operations and maintenance (O&M) projects, and ensure projects are completed efficiently and effectively. This position will also take the lead in researching and identifying funding opportunities for new capital improvement projects (CIP), aligning program initiatives with infrastructure needs, and supporting GPA's long-term strategic goals.



## STAFF REPORT

### Assistant Manager of Engineering (GPA)

Overall, the establishment of this position is critical to maintaining the effectiveness, safety, and resilience of Guam's power infrastructure. It strengthens leadership within the Engineering Division, addresses increasing operational and regulatory complexity, and supports GPA's commitment to innovation, reliability, and sustainable energy development.

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

Refer to the classification review in Section III below.

***C. An analysis of similarities and differences between the position to be created and positions listed pursuant to 4 GCA, §4101.1(d).***

The government of Guam's classification specification listing currently exist the following Engineering related positions: Chief Engineer, Engineer I, Engineer II, Engineer III, Engineer Supervisor, Engineering Aide, I, II, III and Engineering Technician I, II positions are currently being utilized by the Guam Airport Authority, Public Utility Agency of Guam, the Guam Environmental Protection Agency, or the Capital Projects or Highways Division of the Department of Public Works. However, all the above-mentioned classification specifications have not been updated in over twenty (20) years. By creating the Assistant Manager of Engineering position specifically for GPA, the minimum qualification and illustrative examples of the position would provide greater flexibility to accomplish the overall goals and key performance indicators for the Engineering Division.

***D. The position description, see attached.***

***E. The proposed pay ranges and demonstration of compliance with 4 GCA, §6301 of this Title: GPA's compensation plan as authorized by Public Law 28-159 and approved by the CCU in October 2007. The proposed compensation is in accordance with the Strategic Pay Plan Methodology.***

***F. A fiscal note as the term as described in 2 GCA, §9101 et seq., and any other pertinent information.***

- (2) The petition shall be posted on the agency, department, or public corporation's website for ten (10) days (Saturdays, Sundays, and government of Guam holidays excepted). After the posting, the head shall forward the petition along with evidence of his compliance with 4 GCA, Chapter 6, §6303.1(a), to the governing board or commission who, if they approve the same shall approve the petition by resolution and file the petition and resolution for records with the Director of Administration and the Legislative Secretary.
- (3) No new position may be filled until after compliance with the provision of this Section and thirty (30) days have elapsed from the date of filing with the Legislative Secretary.



## STAFF REPORT

### Assistant Manager of Engineering (GPA)

### III. 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 the compensation consulting firm of Alan Searle & Associates market research and on both GPA's and GWA's compensation models per respective industry, implementation ranges resulted as follows:

Benchmark Position	35 <sup>th</sup> 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 Manager of Engineering (GPA)	1064	\$131,106.46	\$63.03	R	01	A	\$136,429.91	\$65.59	R	02	A

### IV. RECOMMENDATION

1. To approve the creation of the Assistant Manager of Engineering (GPA) position and to update the position to the Certified, Technical, and Professional (CTP) list of positions.

7/11/2025

**Joshua D. Manibusan**  
Personnel Services Administrator (A)

for:

7/11/2025

**Beatrice P. Limtiaco**  
GPA Assistant General Manager, Administration

7/11/2025

**John M. Benavente, P.E.**  
General Manager

## **Assistant Manager of Engineering (GPA)**

### **NATURE OF WORK IN THIS CLASS:**

This position is responsible for assisting the Manager of Engineering in the planning, coordination, execution, and oversight of engineering projects to ensure timely completion, cost efficiency, and compliance with applicable standards, codes, and regulatory requirements. The role also provides support in the supervision and management of engineering personnel and day-to-day operations within the Engineering Division.

**ILLUSTRATIVE EXAMPLES OF WORK:** *(Any one position may not include all the duties listed, nor do the examples cover all the duties which may be performed.)*

Assists the Manager of Engineering in planning, organizing, staffing, directing, and coordinating the operations of the electric utility's engineering department. Supports the development of departmental programs and objectives, oversees employee training, and contributes to the analysis and evaluation of program outcomes. Prepares departmental budgets and provides support in the development of the utility's overall construction budgets.

Manages and coordinates engineering projects to ensure timely completion within defined scope, budget, and quality standards, while allocating necessary resources such as personnel, equipment, and materials.

Works closely with engineering supervisors and team members to track project progress, resolve issues, and implement process improvements that enhance operational efficiency. Provides support, mentorship, and performance evaluations for engineering supervisors; assists in resolving conflicts, setting job-specific goals, and participating in the recruitment and onboarding of engineering staff.

Assigns both daily and long-term tasks to supervisors, including responsibilities related to Capital Improvement projects, outage investigations, and management or divisional requests for information.

Reviews departmental documentation prior to submission, including work orders, equipment specifications, bid evaluations, and technical reports such as outage summaries, power flow analysis, compliance reports, and cost analyses.

Provides technical guidance to engineering personnel and cross-functional support to internal departments, Government of Guam agencies, federal partners, private institutions, and contractors. Addresses engineering related-issues related to power quality, billing, island-wide system events, material evaluations, and infrastructure projects, including permitting, planning, and project execution.

Identifies and pursues grant and funding opportunities from federal agencies related to emergency management, energy, environmental protection, natural resources, and agriculture to support electric utility engineering projects, infrastructure upgrades, and system reliability improvements.

Prepares and manages division and project budgets, monitors expenditures, ensures cost-effective implementation, and maintains accurate records of project performance, metrics, and progress.

Ensures that all engineering activities adhere to relevant safety protocols, regulations, and industry standards, including those related to electrical systems, equipment, and infrastructure. This includes overseeing the implementation of safety measures in design, construction, and maintenance processes, conducting risk assessments, and ensuring compliance with local, state, and federal safety regulations.

Performs other related duties as assigned.

#### **MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Knowledge of modern electric utility operations, including the design, construction, and operation of engineering systems used in the generation, transmission, and distribution of electric energy, as well as familiarity with equipment and tools utilized in construction, maintenance, and testing activities.

Ability to communicate effectively with management, staff, and the public, clearly expressing ideas both in writing and verbally, while demonstrating sensitivity to the impact of words and actions in a professional environment.

Ability to promote positive performance among certified, technical, and professional staff by encouraging high morale, supporting ongoing training and development, and ensuring compliance with established engineering practices, policies, and regulations.

Ability to oversee and provide technical guidance for engineering programs and activities within the division, ensuring project alignment with organizational goals, regulatory compliance, and industry standards.

Ability to evaluate operational effectiveness and recommend/implement changes in the organization, policies and procedures to improve effectiveness.

Ability to make decisions in accordance with the appropriate program guidelines.

Ability to maintain records and prepare reports.

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**MINIMUM EXPERIENCE AND TRAINING:**

Seven (7) years of progressively responsible specialized engineering experience, including two (2) years of supervisory experience, along with a Bachelor's or higher degree in engineering technology, physics, architecture, or a closely related field from a recognized college or university, and current registration as a professional engineer in a U.S. state or territory.

Established:

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**Francis E. Santos, Chairman**  
**Consolidated Commission on Utilities**