

1 **CONSOLIDATED COMMISSION ON UTILITIES**

2 **RESOLUTION NO. 2009- 27**

3
4 **RESOLUTION RELATIVE TO THE ADOPTION OF A NEW PERFORMANCE MANAGEMENT**
5 **SYSTEM FOR EMPLOYEES IN CERTIFIED, TECHNICAL AND PROFESSIONAL POSITIONS**
6

7 **WHEREAS**, the General Managers of the Guam Power Authority and the Guam
8 Waterworks Authority petition the Consolidated Commission on Utilities (CCU) to adopt and
9 implement a performance based evaluation program for their employees, and
10

11 **WHEREAS**, the Consolidated Commission on Utilities (CCU) in Resolution Nos. 01-
12 FY2008 and 2007-11, authorized the General Managers of the Guam Power Authority and the
13 Guam Waterworks Authority to begin to develop a revised performance evaluation process, and
14

15 **WHEREAS**, the performance based evaluation program shall establish a process
16 whereby the work performance of each employee can be informally and formally evaluated on
17 an ongoing basis; and
18

19 **WHEREAS**, the performance based evaluation program shall provide a process to
20 establish standards for quality and quantity of work, improve individual performance, and
21 identify specific requirements for training and development of employees.
22

23 **NOW THEREFORE BE IT RESOLVED**, by the Consolidated Commission on Utilities, as
24 follows:
25

- 26 1. The CCU authorizes the General Managers of the Guam Power Authority and the
27 Guam Waterworks Authority to implement the new performance based evaluation
28 process in which all Certified Technical and Professional (CTP) employees are
evaluated on an annual basis with no less than one mid-year review to provide

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

feedback to employees on their level of performance. Based on the performance review, employees may receive an increment from zero to six percent, in a six step series of 1% increments.

2. The General Managers of the Guam Power Authority and the Guam Waterworks Authority are directed to take any action necessary to ensure that these changes in human resource policies are accompanied by a transformation of corporate cultures to that of a performance based environment.

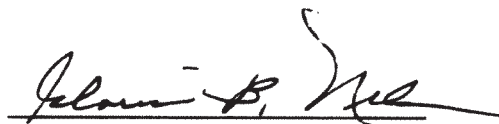
SO RESOLVED AND DULY AND REGULARLY ADOPTED this 26th day of May, 2009.

Certified by:

Attested by:



SIMON A. SANCHEZ, II
Chairperson
Consolidated Commission on Utilities



GLORIA B. NELSON
Secretary
Consolidated Commission on Utilities

1
2
3
4
5
6
7
8
9
10
11
12
13
14
15
16
17
18
19
20
21
22
23
24
25
26
27
28

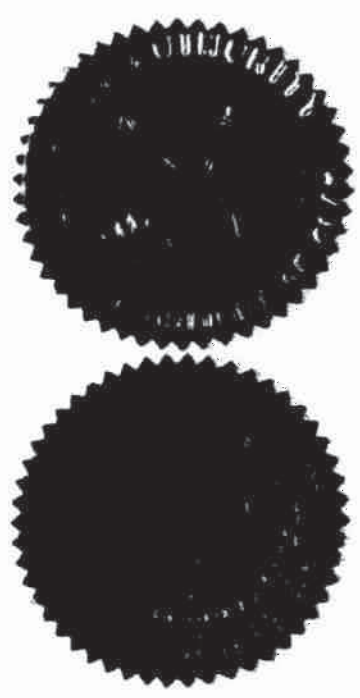
I, **Gloria B. Nelson**, Secretary for the Consolidated Commission on Utilities do hereby certify that the foregoing is a full, true, and correct copy of the resolution duly adopted at a regular meeting of the members of Guam's Consolidated Commission on Utilities, duly and legally held at the meeting place thereof on May 26, 2009, at which meeting of all said members had due notice and at which at least a majority thereof were present, and

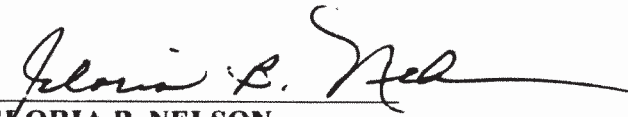
At said meeting said resolution was adopted by the following vote:

Ayes: 5
Nays: 0
Absent: 0
Abstain: 0

As of the date of this certification, 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 26th day of May 2009.




GLORIA B. NELSON
Secretary
Consolidated Commission on Utilities