



## **GUAM WATERWORKS AUTHORITY**

**"Better Water. Better Lives."**

Suite 200; Gloria B. Nelson Public Service Building | 688 Route 15, Mangilao, Guam 96913  
P.O. Box 3010, Hagåtña, Guam 96932  
Tel. No. (671) 300-6073-6 Fax No. (671) 300-6896

## **PRESS RELEASE**

### **Creation of Positions**

The General Manager of Guam Waterworks Authority (GWA) hereby petitions the Consolidated Commission on Utilities (CCU) for the creation of position pursuant to Public Law 28-112, Section 9 (4GCA, Chapter 6, §6303 (d) in the classified service; Section 10 (4GCA, Chapter 6, §6303.1 Transparency and Disclosure and to add the position to the Certified, Technical, and Professional (CTP) List B:

**UTILITY COMPLIANCE INSPECTOR LEADER**  
**UTILITY COMPLIANCE INSPECTOR II**  
**UTILITY COMPLIANCE INSPECTOR I**

For more information, please visit GWA's website at [www.guamwaterworks.org/careers/petition](http://www.guamwaterworks.org/careers/petition) or you may contact the Personnel Services Division at 300.6074-6

  
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MIGUEL C. BORDALLO, P.E.  
General Manager 

**Justification for the new position:**

The Guam Waterworks Authority (GWA) has determined a need to create the Utility Compliance Inspector I, II, and Leader positions to carry out its mission towards providing “*Better Water Better Lives*” to the people of Guam.

The Utility Compliance Inspector I, II and Leader will work under the general direction of the Assistant General Manager of Compliance and Safety and the direct supervision of a respective program’s Manager to help manage GWA’s wide range of regulatory activities. Programs include but not limited to the 2011 Court order (CO), the Federal Safe Drinking Water Act (SDWA), Guam Primary Drinking Water Regulations (GPDWR) and their amendments including the Ground Water Rule (GWR), Long Term 2 Enhanced Surface Water Treatment Rule (LT2ESWTR); the Clean Water Act (CWA); the Clean Air Act (CAA) and pursuant to further compliance to correct the “Findings of Significant Deficiencies in Guam Waterworks Authority’s Public Water Systems. The positions also require awareness of the Occupational Safety and Health Act (OSHA).

The creation of the Utility Compliance Inspector series is for the efficient and effective performance of duties and functions of the regulatory and compliance programs of the Guam Waterworks Authority. The essential functions of these positions include, performing sampling, inspection and investigation duties for compliance with Federal, and Guam regulations.

In order to protect the public, we need to perform sampling, inspection and monitor for illegal or incorrect infrastructure to successfully improve the safety, efficiency and the reliability of the water and wastewater facilities. This will also result in improved services to our rate payers.

**Analysis of similarities and differences between the positions to be created and the positions listed pursuant to 4GCA §4101.1:**

The above positions are new for GWA. The duties and responsibilities of Utility Compliance Inspector series positions will provide a variety of technical work to successfully improve the safety, efficiency and the reliability of the water and wastewater facilities. The position also includes the capacity to ensure the compliance with all applicable established laws, policies, regulations and principles of the program. These positions were compared and created in line with other inspector positions with water and wastewater utilities in other municipalities.

**Position Description:** See attached

**Compensation:**

The proposed pay range is demonstrated to be in compliance with 4GCA §6301. Also, the minimum and maximum range of compensation will be in accordance with the Strategic Pay Methodology when the job description and qualification factors are taken into consideration and the new position is slotted. The resultant new pay grade under the implemented compensation structure and per annual is as follows:

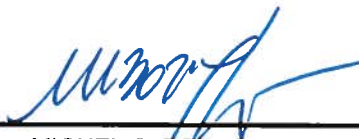
As indicated in the table above, the salary ranges shown in minimum and maximum are at the 15<sup>th</sup> market percentile for this classified, certified, technical and professional position and are comparable with other US jurisdictions and/or the American

Position	Determining Implementation Ranges								
	JE Points	Structural Adjustment – MIN				Structural Adjustment - MAX			
		0	Base Salary	Grade	Step	Sub Step	Base Salary	Grade	Step
Utility Compliance Inspector Leader	787	43,648	J	6	A	49,184	J	9	A
Utility Compliance Inspector II	626	36,069	I	4	C	40,643	I	7	C
Utility Compliance Inspector I	499	27,754	G	4	C	31,274	G	7	C

Water Works Association (AWWA) salary surveys.

**Fiscal note as required by 2GCA §9101 et seq.:**

GWA certifies that this position is budgeted and that funding is available for the creation, filling and retention of its certified, technical and professional newly created position. The funding of this position does not have an impact on the General Fund.




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MIGUEL C. BORDALLO, PE  
GENERAL MANAGER

## Utility Compliance Inspector Leader

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

The Utility Compliance Inspector Leader leads and performs various types of inspection work under the general direction of the Assistant General Manager (AGM) for Compliance and Safety and the direct supervision of a respective program's Manager to help manage GWA's wide range of compliance and regulatory activities.

The position may include supervision of lower level inspectors as delegated and assigned by the AGM or the respective Program Manager.

**ILLUSTRATIVE EXAMPLES OF WORK:** (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed)

Performs a variety of highly skilled work to successfully improve the safety, efficiency and the reliability of the water and wastewater facilities and operations.

The position also includes the capacity to ensure compliance with all applicable established laws, policies, regulations and principles of the programs in the respective section of the Compliance and Safety Division.

Leads the sampling, inspection, monitors and investigates residential, industrial and commercial facilities to ensure compliance with Federal, State and Local regulations and permit conditions regarding pretreatment and pollution prevention requirements.

Leads the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements of new construction, alterations, and repairs and enforce compliance with all established laws, policies, regulations and principles of the program.

Provides technical assistance with GWA Engineering staff to architects, engineers, contractors and customers to review project plans, amendments, alteration and specifications to water and wastewater construction of utilities to ensure adherence to applicable laws, policies, regulations and principles of the programs.

Leads the visual or electronic inspections of water and wastewater construction projects. Provides written documentation on observations, findings, assessments and analyses of site inspection. Identifies and categorizes all known or suspected sources of toxic pollutants or pesticides or materials that may inhibit the operation of or damage the GWA water and wastewater systems.

Prepares, establishes, maintains and generates a variety of records, reports, daily logs of inspections and findings and related documents.

Responds, communicates, interacts and coordinates to both residents and businesses on environmental complaints on illegal and/or hazardous activities. Examines and investigates procedures used and make a report on the findings and discuss probable cause and recommends corrective action and problem resolution and recommends improvements.

Leads the inspection on different systems and products to make sure everything has been built according to local, state, or federal codes and regulations. Leads the initial, follow up and periodic inspections of water and wastewater systems projects and related installations to ensure continued compliance with all established laws, policies, regulations and principles of the program.

Leads in the inspections to protect the public water supply and wastewater from contamination or pollution of contaminants and/or pollutants through water and/or wastewater interconnection systems.

Leads the regular surveys of industrial, agricultural and commercial facilities to determine that adequate maintenance of devices are properly maintained and certified and determines the degree of hazard that may exist to the potable water and wastewater systems and recommends/enforces procedures for compliance with Guam and Federal legal requirements.

Provides assistance, training and demonstrations to new employees on various types of safety procedures for water and wastewater systems. Participates in the development and implementation of goals, objectives, policies, and priorities.

Leads the utilities inspector programs as needed in reviewing policies and procedures for compliance established laws, policies, regulations and principles of the program.

Recommends appropriate action when test reports are not received within specified time limits.

Leads follow up of recommendations or requirements for corrective actions prepared by the Office of Compliance and Safety.

Acts, with GWA Engineering, as GWA liaison with all consumers and provides technical support as needed to achieve the proper procedures and compliance with applicable laws, policies, regulations and principles of the program.

Assists the Communications Manager to provide Public Outreach Training and Public Service Announcements related to Utility Protection Program/Pre Treatment Issues and performance goals.

Attends trainings, meetings, seminars and conferences as appropriate to stay abreast of Federal, State and Local regulations.

Composes correspondence, prepares forms and writes reports relating to the Program.

Assists in developing solutions for operational or technical problems associated with the environmental compliance of utility facilities.

Performs other related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Working knowledge of the Safe Drinking Water Act (SDWA), Guam Primary Drinking Water Regulations (GPDWR), Clean Water Act (CWA), Clean Air Act (CAA) and GWA's specific Utility Protection Programs, and the best management practices of these programs.

Ability to become familiar with the Hawaii Water System Standards, the Ten States Standards and the Occupational Health and Safety Act (OSHA) and the best management practices of these standards.

Knowledge of the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements in conformance with established laws, policies, regulations and principles of the program.

Knowledge of environmental inspections, sampling and collection methods.

Ability to apply principles of logical thinking to define problems, collect data, establish facts, and draw valid conclusions to interpret an extensive variety of technical instruction.

Knowledge of operation, procedures, installation, construction and inspection techniques, procedures, regulations, methods, maintenance and repair related to water and wastewater systems.

Ability to read and interpret construction plans, specifications and details, utility maps and related engineering and architectural plans and drawing in order to ensure compliance with project specifications including GIS based management systems.

Ability to interact with contractors and construction personnel to ensure work activities and products meet required quality levels and standard and comply with all established laws, policies, regulations and principles of the program.

Knowledge of occupational hazards, safety precautions and standard safety practices, and ensure compliance with applicable Guam and Federal laws, rules and regulations governing water and wastewater systems.

Ability to inspect project work sites to ensure acceptable safe quality work and ensure compliance with all established laws, policies, regulations and principles of the program.

Knowledge of principles and processes for providing customer service. This includes setting and meeting quality standards for services, and evaluation of customer satisfaction.

Ability to use logic and reasoning to understand, analyze, and evaluate situations and exercise good judgment to make appropriate decisions in accordance with appropriate program guidelines.

Ability to effectively communicate ideas and proposals verbally and in writing, to include the preparation of detailed logs which include numerical information.

Knowledge of troubleshooting, field inspection and customer information system database issues/problems.

Ability to analyze problems, identifies solutions, advises, and responds to inquiries from customers concerning rules, regulations and potential consequences regarding water and wastewater systems.

Knowledge of operational effectiveness and recommend changes in rules, regulations, policies and procedures to improve program effectiveness.

Knowledge to operate computer programs, including Microsoft Office and the customer information system database and GWA GIS system.

Skill in business letter writing and report preparation.

**MINIMUM EXPERIENCE AND TRAINING:**

- A. Graduation from a recognized college or university with an Associate Degree in Chemistry, Science or related field; **and** two (2) years of experience in water and wastewater utility systems field work; or
- B. Graduation from a recognized college or university with an Associate Degree in Chemistry, Science or related field; **and** two (2) years of experience as a Utility Inspector II; or
- C. Any equivalent combination of experience and training which provides the minimum Knowledge, skills and abilities required for the position

**NECESSARY SPECIAL QUALIFICATIONS:**

Possession of a valid Water Distribution or Water Treatment Operator's Certificate Level III; **and**

Possession of a valid AWWA or ABPA or equivalent Cross-Connection Control Specialist Certification or Pre-Treatment Inspection Certification; **and**

Possession of a valid Guam Driver's License.

ESTABLISHED:

JOB EVALUATION POINTS:

787

PAYGRADE:

MINIMUM:

J6-A

\$43,648.00 Per Annum

MAXIMUM:

J9-A

\$49,184.00 Per Annum

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JOSEPH T. DUENAS, Chairman  
Consolidated Commission on Utilities

## Utility Compliance Inspector II

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

The Utility Compliance Inspector II performs various types of inspection work under the general direction of the Utility Compliance Inspector Leader and the Assistant General Manager (AGM) for Compliance and Safety and the direct supervision of a respective program's Manager to help manage GWA's wide range of compliance and regulatory activities.

The position performs a variety of skilled and moderately technical inspection work. Employees in this class perform work independently on an ongoing basis and participate in the full range of complex work projects under closer supervision.

**ILLUSTRATIVE EXAMPLES OF WORK:** (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed)

Performs a variety of skilled work to successfully improve the safety, efficiency and the reliability of the water and wastewater facilities and operations.

The position also includes the capacity to ensure compliance with all applicable established laws, policies, regulations and principles of the programs in the respective section of the Compliance and Safety Division.

Performs the sampling, inspection, monitors and investigates residential, industrial and commercial facilities to ensure compliance with Federal, State and Local regulations and permit conditions regarding pretreatment and pollution prevention requirements.

Performs the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements of new construction, alterations, and repairs and enforce compliance with all established laws, policies, regulations and principles of the program.

Provides written documentation on observations, findings, assessments and analyses of site inspection. Identifies and categorizes all known or suspected sources of toxic pollutants or pesticides or materials that may inhibit the operation of or damage the GWA water and wastewater systems.

Prepares, establishes, maintains and generates a variety of records, reports, daily logs of inspections and findings and related documents.

Responds, communicates, interacts and coordinates to both residents and businesses on environmental complaints on illegal and/or hazardous activities. Examines and investigates procedures used and make a report on the findings and discuss probable cause and recommends corrective action and problem resolution and recommends improvements.

Assists the inspection on different systems and products to make sure everything has been built according to local, state, or federal codes and regulations. Assists the initial, follow up and periodic inspections of water and wastewater systems projects and related installations to ensure continued compliance with all established laws, policies, regulations and principles of the program.

Participates in the inspections to protect the public water supply and wastewater from contamination or pollution of contaminants and/or pollutants through water and/or wastewater interconnection systems.



Assists the regular surveys of industrial, agricultural and commercial facilities to determine that adequate maintenance of devices are properly maintained and certified and determines the degree of hazard that may exist to the potable water and wastewater systems and recommends/enforces procedures for compliance with Guam and Federal legal requirements.

Assists in follow up of recommendations or requirements for corrective actions prepared by the Office of Compliance and Safety.

Assists in the Public Outreach Training and Public Service Announcements related to Utility Protection Program/Pre Treatment Issues and performance goals.

Composes correspondence, prepares forms and writes reports relating to the Program.

Assists in developing solutions for operational or technical problems associated with the environmental compliance of utility facilities.

Performs other related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Working knowledge of the Safe Drinking Water Act (SDWA), Guam Primary Drinking Water Regulations (GPDWR), Clean Water Act (CWA), Clean Air Act (CAA) and GWA's specific Utility Protection Programs, and the best management practices of these programs.

Ability to become familiar with the Hawaii Water System Standards, the Ten States Standards and the Occupational Health and Safety Act (OSHA) and the best management practices of these standards.

Knowledge of the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements in conformance with established laws, policies, regulations and principles of the program.

Knowledge of environmental inspections, sampling and collection methods.

Ability to apply principles of logical thinking to define problems, collect data, establish facts, and draw valid conclusions to interpret an extensive variety of technical instruction.

Knowledge of operation, procedures, installation, construction and inspection techniques, procedures, regulations, methods, maintenance and repair related to water and wastewater systems.

Ability to interact with contractors and construction personnel to ensure work activities and products meet required quality levels and standard and comply with all established laws, policies, regulations and principles of the program.

Knowledge of occupational hazards, safety precautions and standard safety practices, and ensure compliance with applicable Guam and Federal laws, rules and regulations governing water and wastewater systems.

Ability to inspect project work sites to ensure acceptable safe quality work and ensure compliance with all established laws, policies, regulations and principles of the program.

Knowledge of principles and processes for providing customer service. This includes setting and meeting quality standards for services, and evaluation of customer satisfaction.

Ability to effectively communicate ideas and proposals verbally and in writing, to include the preparation of detailed logs which include numerical information.

Knowledge of troubleshooting, field inspection and customer information system database issues/problems.

Ability to analyze problems, identifies solutions, advises, and responds to inquiries from customers concerning rules, regulations and potential consequences regarding water and wastewater systems.

Knowledge to operate computer programs, including Microsoft Office and the customer information system database and GWA GIS system.

Skill in business letter writing and report preparation.

**MINIMUM EXPERIENCE AND TRAINING:**

- A. Two (2) years of skilled journeyman experience in water and wastewater utility systems field work **and** graduation from high school; or
- B. Two (2) years of experience as a Utility Inspector I; or
- C. Any equivalent combination of experience and training which provides the minimum Knowledge, skills and abilities required for the position

**NECESSARY SPECIAL QUALIFICATIONS:**

Possession of a valid Water Distribution or Water Treatment Operator's Certificate Level II; **and**

Possession of a valid Guam Driver's License.

ESTABLISHED:

JOB EVALUATION POINTS:

626

PAYGRADE:

MINIMUM:

I4-C

\$36,069.00 Per Annum

MAXIMUM:

I7-C

\$40,643.00 Per Annum

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JOSEPH T. DUENAS, Chairman  
Consolidated Commission on Utilities

## Utility Compliance Inspector I

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

The Utility Compliance Inspector I performs routine inspection work under the general direction of the Utility Compliance Inspector Leader and the Assistant General Manager (AGM) for Compliance and Safety and the direct supervision of a respective program's Manager to help manage GWA's wide range of compliance and regulatory activities.

The position performs routine technical inspection work. Employees in this class work independently after initial training and work under closer supervision on a variety of more complex developmental assignments.

**ILLUSTRATIVE EXAMPLES OF WORK:** (These examples do not list all the duties which may be assigned; any one position may not include all the duties listed)

Performs a variety of routine work to successfully improve the safety, efficiency and the reliability of the water and wastewater facilities and operations.

The position also includes the capacity to ensure compliance with all applicable established laws, policies, regulations and principles of the programs in the respective section of the Compliance and Safety Division.

Performs the sampling, inspection, monitors and investigates residential, industrial and commercial facilities to ensure compliance with Federal, State and Local regulations and permit conditions regarding pretreatment and pollution prevention requirements.

Performs the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements of new construction, alterations, and repairs and enforce compliance with all established laws, policies, regulations and principles of the program.

Provides written documentation on observations, findings, assessments and analyses of site inspection. Identifies and categorizes all known or suspected sources of toxic pollutants or pesticides or materials that may inhibit the operation of or damage the GWA water and wastewater systems.

Prepares, establishes, maintains and generates a variety of records, reports, daily logs of inspections and findings and related documents.

Responds, communicates, interacts and coordinates to both residents and businesses on environmental complaints on illegal and/or hazardous activities. Examines and investigates procedures used and make a report on the findings and discuss probable cause and recommends corrective action and problem resolution and recommends improvements.

Participates in the inspections to protect the public water supply and wastewater from contamination or pollution of contaminants and/or pollutants through water and/or wastewater interconnection systems.

Assists the regular surveys of industrial, agricultural and commercial facilities to determine that adequate maintenance of devices are properly maintained and certified and determines the degree of hazard that may exist to the potable water and wastewater systems and recommends/enforces procedures for compliance with Guam and Federal legal requirements.

Assists in follow up of recommendations or requirements for corrective actions prepared by the Office of Compliance and Safety.

Assists in the Public Outreach Training and Public Service Announcements related to Utility Protection Program/Pre Treatment Issues and performance goals.

Composes correspondence, prepares forms and writes reports relating to the Program.

Performs other related duties as assigned.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS:**

Working knowledge of the Safe Drinking Water Act (SDWA), Guam Primary Drinking Water Regulations (GPDWR), Clean Water Act (CWA), Clean Air Act (CAA) and GWA's specific Utility Protection Programs, and the best management practices of these programs.

Ability to become familiar with the Hawaii Water System Standards, the Ten States Standards and the Occupational Health and Safety Act (OSHA) and the best management practices of these standards.

Knowledge of the inspection of utilities construction projects to enforce ordinances governing minimum standards and requirements in conformance with established laws, policies, regulations and principles of the program.

Knowledge of environmental inspections, sampling and collection methods.

Ability to apply principles of logical thinking to define problems, collect data, establish facts, and draw valid conclusions to interpret an extensive variety of technical instruction.

Knowledge of operation, procedures, installation, construction and inspection techniques, procedures, regulations, methods, maintenance and repair related to water and wastewater systems.

Ability to interact with contractors and construction personnel to ensure work activities and products meet required quality levels and standard and comply with all established laws, policies, regulations and principles of the program.

Knowledge of occupational hazards, safety precautions and standard safety practices, and ensure compliance with applicable Guam and Federal laws, rules and regulations governing water and wastewater systems.

Ability to inspect project work sites to ensure acceptable safe quality work and ensure compliance with all established laws, policies, regulations and principles of the program.

Knowledge of principles and processes for providing customer service. This includes setting and meeting quality standards for services, and evaluation of customer satisfaction.

Ability to effectively communicate ideas and proposals verbally and in writing, to include the preparation of detailed logs which include numerical information.

Knowledge of troubleshooting, field inspection and customer information system database issues/problems.

Ability to analyze problems, identifies solutions, advises, and responds to inquiries from customers concerning rules, regulations and potential consequences regarding water and wastewater systems.

Knowledge to operate computer programs, including Microsoft Office and the customer information system database and GWA GIS system.

Skill in business letter writing and report preparation.

**MINIMUM EXPERIENCE AND TRAINING:**

- A. One (1) year of journeyman experience in water and wastewater utility systems field work **and** graduation from high school; or
- B. One (1) year of experience as a Utility Inspector I; or
- C. Any equivalent combination of experience and training which provides the minimum Knowledge, skills and abilities required for the position

**NECESSARY SPECIAL QUALIFICATIONS:**

Possession of a valid Water Distribution or Water Treatment Operator's Certificate Level I; **and**

Possession of a valid Guam Driver's License.

ESTABLISHED:

JOB EVALUATION POINTS:

499

PAYGRADE:

MINIMUM:

G4-C \$27,754.00 Per Annum

MAXIMUM:

G7-C \$31,274.00 Per Annum

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JOSEPH T. DUENAS, Chairman  
Consolidated Commission on Utilities