

**GUAM COMMUNITY COLLEGE
Board of Trustees**

RECRUITMENT ABOVE THE MINIMUM STEP

WHEREAS, Public Law 22-137 amended Section 6103 of Title 4, Guam Code Annotated, to maintain the accreditation of the Guam Community College by giving the Board of Trustees full authority over its respective academic personnel; and

WHEREAS, Section 1 of Public Law 22-137 grants the Board of Trustees exclusive authority to hire and dismiss, and to set the selection; qualification; classification, compensation, tenure, and promotion criteria for academic personnel; and

WHEREAS, the Guam Community College Personnel Rules and Regulations does not set criteria for compensation on initial employment.

NOW, THEREFORE, BE IT RESOLVED, that the Guam Community College Board of Trustees hereby adopts the following procedures on RECRUITMENT ABOVE THE MINIMUM STEP affecting academic personnel only:

The minimum rate of each Pay Grade shall be the normal rate for initial employment; provided however that the President may authorize initial employment in a position up to Step 7 on the basis of one (1) year of creditable work experience for each Pay Step increase up to six (6) years of creditable work experience beyond the minimum experience and training required. The President may, with the approval of the Board of Trustees, authorize recruitment at a higher Step not to exceed Step 10 if such action is based on recruitment difficulties or by the new employee's special or unusual qualifications or experience. The increment schedule consisting of Step 11 through Step 20 shall not be used for recruitment above step.

BE IT FURTHER RESOLVED THAT, the Recruitment Above the Minimum Step procedures be effective July 22, 1994, the date the Governor signed Public Law 22-137.

**Reviewed with no changes: August 11, 2017
Amended & Adopted: January 8, 2009
Resolution 3-2009**

**Adopted: December 21, 1994
Resolution 5-95**