

**Guam Community College  
Board of Trustees**

**GCC'S MERIT BONUS POLICY**

**WHEREAS**, the Board of Trustees wishes to acknowledge the entitlement, in accordance with and pursuant to any other applicable legal authority, of qualifying employees to be awarded merit bonus payments pursuant to 4 GCA §6203, and wishes to memorialize GCC's intent to award merit bonuses in accordance with that statute.

**NOW, THEREFORE, IT IS RESOLVED** that pursuant to 4 GCA §6203, merit bonuses shall be rewarded to qualifying employees by a lump sum bonus payment for up to three prior years.

**IT IS FURTHER RESOLVED** that the Board of Trustees acknowledges that the College may seek an appropriation to fund the payment of merit bonuses to eligible employees.

**IT IS FURTHER RESOLVED** that GCC recognizes the statutory limitations imposed by the applicable law limits the eligibility of qualifying employees to receive merit bonuses beyond this three year period recognized by GCC.

**IT IS FURTHER RESOLVED** that GCC may, upon the Board of Trustee's approval, promulgate additional rules and regulations to ensure the payment of merit bonuses to eligible employees.

**Reviewed with no changes: August 11, 2017**

**Adopted: August 30, 2013**

**Resolution No.: 8-2013**