

**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 do 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 six (6) sub-steps beyond the recruitment range maximum on the basis of six (6) years or more 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 higher sub-steps beyond the recruitment range maximum, if such action is based on recruitment difficulties or by the new employee's special or unusual qualifications or experience.

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.

**Amended & Adopted: September 9, 2022
Resolution 14-2022**

Reviewed with no changes: August 11, 2017

**Amended & Adopted: January 8, 2009
Resolution 3-2009**

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