



RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

RESOLUTION NO. 19-03

Relative to Amending the Salary Increments and Employee Evaluation Policy to Allow for Annual Increments Through Step 18

WHEREAS, the Research Corporation of the University of Guam (RCUOG) was established by Public Law 32-114 as a public corporation; and

WHEREAS, Public Law 32-114 requires the RCUOG Board of Directors to establish an employment policy for the Research Corporation; and

WHEREAS, the Employee Handbook and Policy Manual, initially approved on October 30, 2014, provides the foundation for an effective work environment and is a primary resource for both employees and management to consult regarding work related functions and activities; and

WHEREAS, the current Salary Increments and Employee Evaluation Policy allows for increments to be awarded upon 12, 18 and 24 months of satisfactory performance upon the submission of an employee evaluation and availability of funds; and

WHEREAS, only employees within Steps 1 through 6 of a given pay grade are eligible for an annual increment while employees within Steps 7 through 10 must wait 18 months and employees within Steps 11 through 18 must wait two years before they are eligible for an increment; and

WHEREAS, RCUOG competes with other employers to hire and retain employees and must offer attractive benefits and salaries to its employees in order to retain them.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby approve amendments to the Salary Increments and Employee Evaluation Policy to allow for annual increments from Steps 1 through 18 upon 12 months of satisfactory performance, the submission of an employee evaluation form, and availability of funds.

Resolution 19-03 Relative to Amending the Salary Increments and Employee Evaluation Policy

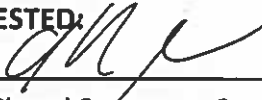
NOW, THEREFORE, BE IT FURTHER RESOLVED, that the Board of Directors hereby approve amendments to the Salary Increments and Employee Evaluation Policy to allow employees at Step 19 and above to be eligible to receive an increment equivalent of up to 3.5% of an employee's base salary after 24 months of satisfactory performance, submission of an employee evaluation form, and availability of funds.

Adopted this 21st Day of June 2019.



Dr. Thomas W. Krise, Chairperson

ATTESTED:



Dr. Cheryl Sanguenza, Secretary