



**UNIVERSITY OF GUAM
UNIBETSEDÁT GUÅHAN
Board of Regents**

UOG Station, Mangilao, Guam 96923
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SPECIAL MEETING

**Thursday, June 22, 2023, 3p.m., Multi-Purpose Room 129,
Jesus and Eugenia Leon Guerrero Building, School of Business
and Public Administration,
UOG, Mangilao, Guam**

AGENDA

- 1.0 CALL TO ORDER**
 - 2.0 Reports from Standing Committee**
 - 2.1 Academic, Personnel and Tenure (AP&T) Committee**
 - 2.1.1 Resolution No. 23-21, Relative to Approving Pay Adjustments for Federally Funded Employees as Authorized by Public Law 37-3**

Request: AP&T Committee.

Review Process: This request was submitted by General Counsel and was reviewed and endorsed by the President, SVPP, and AP&T Committee for approval.
- 3.0 Review of Presidential Search Committee Report**
- 4.0 Executive Session**
- 5.0 Vote for the Appointment of the President**
- 6.0 Adjournment**
- Action**
- Action**
- Action**

1.0 CALL TO ORDER

2.0 REPORTS FROM STANDING COMMITTEE

2.1 ACADEMIC, PERSONNEL AND TENURE (AP&T) COMMITTEE



**UNIVERSITY OF GUAM
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Resolution No. 23-21

**RELATIVE TO APPROVING PAY ADJUSTMENTS FOR FEDERALLY FUNDED EMPLOYEES
AS AUTHORIZED BY PUBLIC LAW 37-3**

WHEREAS, the University of Guam (UOG) is the primary U.S. Land Grant and Sea Grant institution accredited by the Western Association of Schools and Colleges Senior College and University Commission serving the post-secondary needs of the people of Guam and the Western Pacific region;

WHEREAS, pursuant to 17 GCA § 16112, the Board of Regents (BOR) Articles of Incorporation, and the BOR Bylaws, the BOR is authorized to adopt rules and regulations governing the selection, compensation, promotion, performance evaluation, disciplinary action and other terms and conditions of employment affecting academic personnel and professional, technical, federal, and externally funded personnel;

WHEREAS, the BOR is responsible for approving and adopting budgets and plans that together serve as the primary controls to ensure the effectiveness and financial well-being of the University;

WHEREAS, Public Law 37-3 was enacted on March 31, 2023 adjusting the government of Guam General Pay Plan by 22%;

WHEREAS, Public Law 37-3 precluded the application of the pay adjustment to unclassified employees for the remainder of FY2023 except, in relevant part, to federally funded unclassified employees;

WHEREAS, in April 2022, the BOR passed Resolution No. 22-15 regarding the creation of rules and regulations regarding Professional, Technical, Federal, and Externally Funded (PTE) employees of the University – a new classification established to formalize the University's relationships with certain employee groups;

WHEREAS, the University has many federally funded employees across many units who are eligible to receive an increase in pay as a result of Public Law 37-3 which are considered PTE employees and subject to the UOG Pay Plan (UGPP);

WHEREAS, because many of these unclassified employees were not hired at the same pay rate as their counterparts in the classified service, and in order to maintain equity between different job classifications, the Human Resources Office will develop a methodology for assigning a pay target for the federally funded unclassified employees and the appropriate grant principal investigators will need to develop a plan to adjust the salaries of their federally funded unclassified employees in accordance with the 22% pay adjustment authorized by Public Law 37-3 for the rest of FY2023 if the federal grant authority authorizes and has the funds for the pay adjustment.

WHEREAS, the University will continue to work on a plan for addressing unclassified employees not covered in this action in order to maintain pay equity among all employee groups of the University;

WHEREAS, the UOG Administration and the BOR Committee on Academic, Personnel and Tenure having reviewed and discussed the adjusted General Pay Plan, recommend the enclosed documents to the BOR for approval.

NOW, THEREFORE, BE IT RESOLVED, that the BOR authorizes the President to depart from the UOG General Pay Plan and to effect the 22% pay adjustment authorized by Public Law 37-3 for federally funded employees for the remainder of FY2023 whose federal grant authorities authorize the pay adjustments;

BE IT FURTHER RESOLVED, that this action will cover only employees that are occupying 100% federally funded positions; and


BE IT FURTHER RESOLVED, that any pay actions for federally funded positions must be made in coordination and with the approval of the federal grant authorities.

Adopted this 22nd day of June, 2023.



Liza J. Prevido, Chairperson

ATTESTED:



Thomas W. Krise, Ph.D., Executive Secretary

3.0 REVIEW OF PRESIDENTIAL SEARCH COMMITTEE REPORT

4.0 EXECUTIVE SESSION

5.0 VOTE FOR THE APPOINTMENT OF THE PRESIDENT

6.0 ADJOURNMENT