



RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

RESOLUTION NO. 23-05 RELATIVE TO ADOPTING THE GOVERNMENT OF GUAM GENERAL PAY PLAN 2023

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 set employees' duties, responsibilities, and salaries; and

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

WHEREAS, the University of Guam Board of Regents adopted the government of Guam General Pay Plan pay adjustment on June 6, 2023, for classified staff and eligible employees per Public Law 37-3; and

WHEREAS, RCUOG's pay scale is aligned with the University of Guam's pay scale to provide consistency between UOG and RCUOG and to recruit, retain, and compensate qualified personnel to fill grant funded positions for those projects managed by RCUOG; and

WHEREAS, Public Law 32-114 states that RCUOG's employees are unclassified public employees and Public Law 37-3 allows for federally funded unclassified employees to receive the 22% pay adjustment; and

WHEREAS, the majority of RCUOG employees are federally funded; and

WHEREAS, RCUOG plans to implement the government of Guam General Pay Plan 2023 effective June 19, 2023, for all eligible employees, based on availability of federal funding, except for those employees on the RCUOG Administrator Salary Scale; and

WHEREAS, based on availability of funding per federal grant project, RCUOG employees may receive the salary adjustment of 22% authorized by Public Law 37-3; and

WHEREAS, there may not be enough funding remaining in some grant budgets to certify the 22% pay adjustment for employees under those specific funding sources. Therefore, those employees may not receive a salary adjustment; and



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WHEREAS, RCUOG seeks to ensure that all employees on a specific grant funding source receive the same salary adjustment to preserve equity within a given project; and

WHEREAS, RCUOG will work with the Office of Research and Sponsored Programs to ensure that future grant submissions and grant cycles use the government of Guam General Pay Plan salary adjustment authorized by P.L. 37-3 as the basis for calculating salaries for grant funded positions supported by RCUOG; and


WHEREAS, effective June 19, 2023, all new hires will be hired on the government of Guam General Pay Plan's 22% salary adjustment authorized by P.L. 37-3.

NOW, THEREFORE, BE IT RESOLVED, that the Board of Directors hereby adopts the attached government of Guam General Pay Plan as amended by P.L. 37-3 as the salary scale for the Research Corporation of the University of Guam for all eligible employees, based on availability of funding, except those who are attached to the Administrator Salary Scale; and

BE IT FURTHER RESOLVED, that all employees on a specific grant funding source must receive the same salary adjustment; and

BE IT FURTHER RESOLVED, effective June 19, 2023, all new hires will be hired on the government of Guam General Pay Plan 2023.

Adopted this 16th day of June 2023.


[Thomas Krise \(Jun 19, 2023 15:27 GMT+10\)](#)

Dr. Thomas Krise, Chairperson

ATTESTED:


[Ryan Shook \(Jun 19, 2023 15:34 GMT+10\)](#)

Ryan Shook, Secretary

