



UNIVERSITY OF GUAM  
UNIBETSEDÂT GUÅHAN  
Board of Regents

Resolution No. 24-22

**RELATIVE TO APPROVING THE ABOVE-STEP RECRUITMENT OF THE CHEMIST II  
POSITION FOR WERI**

**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 (WASC) Senior College and University Commission (WSCUC) serving the post-secondary needs of the people of Guam and the Western Pacific region;

**WHEREAS**, all non-academic personnel and non-professional personnel, with the exception of unclassified employees under Section 4102 of Title 4, Guam Code Annotated, and Professional and Technical Employees (PTE) shall be classified;

**WHEREAS**, Step 1 of the Pay Grade assigned to all classified positions shall be the regular rate for initial employment any department or agency pursuant to 4 GCA § 6205;

**WHEREAS**, in accordance with Title 4, Guam Code Annotated § 6205, the President, as appointing authority for UOG personnel may petition the Board of Regents for recruitment at a higher step not to exceed Step 10 because of documented recruitment difficulty or exceptional qualifications;

**WHEREAS**, UOG's Water and Environmental Research Institute (WERI) has faced difficulty in recruiting for a Chemist II due to it being a highly dynamic and specialized position;

**WHEREAS**, Mr. John Casupang Concepcion possesses exceptional qualifications in addition to the minimum education, experience and training as indicated on Job Announcement #100-23;

**WHEREAS**, Mr. John Casupang Concepcion possesses a Bachelor of Science degree from the Southville International School and College of the Philippines, as well as specialized experience in chemical analyses and working in a USEPA-certified laboratory in Guam;

**WHEREAS**, the President and the Academic, Personnel and Tenure (AP&T) Committee reviewed the above-step recruitment recommendation for the Chemist II position for the Water and Environmental Research Institute (WERI); and

**WHEREAS**, based upon the above-step recruitment recommendation for the Chemist II position, the President and the AP&T Committee recommends to the BOR for approval of the recommended above-step recruitment for the Chemist II position.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Regents hereby approves the above-step recruitment of the Chemist II position for WERI.

Adopted this 26<sup>th</sup> day of September, 2024.

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Sandra H. McKeever, Chairperson

**ATTESTED:**

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Anita Borja Enriquez, D.B.A., Executive Secretary