



PUBLIC ANNOUNCEMENT  
UNIVERSITY OF GUAM

Notice of Recruitment of Above-Step

Pursuant to Title 4 Guam Code Annotated (GCA), Chapter 6, § 6205, Recruitment Above-Step, University management and the Board of Regents notifies the public that Mr. John Casupang Concepcion has been recommended to fill the vacancy of Chemist II under Job Announcement #100-23, which was opened from September 14, 2023, as Continuous Until Filled. The Senior Vice President & Provost, Academic & Student Affairs, submitted a Petition for Above-Step Recruitment to University of Guam Board of Regents to hire Mr. John Casupang Concepcion at General Pay Plan (GPP)/M-7 \$62,163.00. The Board of Regents has the final approval or rejection authority of all Recruitment Above-Step requests. The Petition for Above-Step Recruitment can be viewed on the University of Guam Human Resources website at <https://www.uog.edu/administration/administration-finance/human-resources/job-opportunities>.


Joseph gumataotao (Oct 8, 2024 14:59 GMT+10)

JOSEPH B. GUMATAOTAO,  
Chief Human Resources Officer

*UOG.HRO.Public.Announcement.Chemist.II.10/08/24*

**MEMORANDUM**

**TO:** Board of Regents

**VIA:** Dr. Anita B. Enriquez, President   
anita.enriquez (Sep 3, 2024 16:35 GMT+10)

**FROM:** Dr. Sharleen Q. Santos-Bamba, Senior Vice President & Provost, Academic and Student Affairs 

**SUBJECT:** Petition for Above-Step Recruitment of John Casupang Concepcion as Chemist II for WERI

**DATE:** September 3, 2024

**PURPOSE:**

Further to PL28-112 and 4 GCA, Chapter 6 § 6205, as the hiring authority for Chemist II (Job Announcement #100-23), I herein petition the Board for an above-step recruitment of Mr. John Casupang Concepcion as Chemist II based on both his exceptional qualifications and a difficult recruitment process. This is a locally funded position.

**BACKGROUND:**

Job Announcement #100-23 aimed to recruit for the position of Chemist II for the UOG Water and Environmental Research Institute (WERI). The minimum experience and training are as follows:

- A. One (1) year of professional chemical analysis experience and graduation from a recognized college or university with a bachelor's degree in chemistry; or
- B. Any equivalent combination of experience and training beyond a bachelor's degree which provides the minimum knowledge, abilities, and skills.

The Chemist II position reports to the Interim Director, WERI, and performs moderately complex professional laboratory work such as physical and chemical analyses and examinations of chemical substances and materials. This position oversees laboratory work to ensure adequacy and accuracy testing, and analyzes various samples, standardizes solutions, and prepares reagents to make determinations. Moreover, the Chemist II performs biochemical analyses such as urine testing for the presence of narcotic drugs, should the need arise. This position also participates in numerous research projects and field samplings as part of WERI's laboratory operations. The Chemist II position is important to the operational sustainability of WERI's Water Quality Laboratory's (WQL) organization, as it allows the WERI Laboratory Manager and its other chemists the ability to focus on the laboratory's productivity, operations, and continued quality services to the University and the public.

The entry step & salary for a Chemist II is Step 1 at \$49,731.00 per annum. Per 4 GCA, Chapter 6 § 6205, petition for above-step recruitment, not to exceed Step 10, may petition to the University's governing body based upon documented recruitment difficulty or exceptional qualifications before an applicant is hired. The petition requires a posting on the University of Guam website for ten (10) days, excluding weekends and Government of Guam holidays. These requirements will be implemented and will be presented to the Board.

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**BASIS FOR PETITION:**

As hiring authority for the Chemist II, I have reviewed Mr. John Concepcion's application packet and recommendation report from the Chemist II Selection Interview Board (SIB) and Interim Director, WERI. The application packet and report documents Mr. Concepcion's exceptional qualifications to perform the skilled work that is required of this position.

Mr. Concepcion possesses a Bachelor of Science in Nursing degree from the Southville International School and College of the Philippines. Job Announcement #100-23 requires a bachelor's degree in chemistry; however, his education in nursing has been successfully applied to his professional experience in the field of chemistry as noted from his past employments. The exceptional nature of Mr. Concepcion's knowledge, abilities, and skills related to this position are apparent in his specialized work experience and performance.

Mr. Concepcion possesses more than 5 years of professional experience in chemical analyses. More importantly, he was previously employed at another USEPA-certified laboratory in Guam, much like WERI's Water Quality Laboratory (WQL), which is also a certified lab. His specialized knowledge and experience can only be gained while working in a certified environmental laboratory which other interviewed candidates did not possess. Mr. Concepcion possesses knowledge and experience in the majority of WQL's tests, parameters, and analytes, and applying and using its laboratory technology. He has specialized experience and knowledge in performing, interpreting, and managing data according to USEPA certification and accreditation requirements.

Mr. Concepcion meets the minimum experience and training as indicated on Job Announcement #100-23. Additionally, the SIB reported that due to his exceptional qualifications, he may be underpaid for this position at the starting step, hence, the need to petition for an above-step recruitment.

For several years, WERI has faced difficulty in recruiting for a Chemist II due to it being a highly dynamic and specialized position. As recommended by the SIB, Mr. Concepcion has the best qualifications for this position as his experience, knowledge and past work performance are all critical and valuable to WERI's everyday operations and overall organization. As the hiring authority, I support their recommendation and petition for the above-step recruitment for Mr. John Concepcion.

**PETITION AND RECOMMENDATION:**

In the best interest of the University, I petition the Board of Regents that Mr. Concepcion be recruited at the above-step for the position of Chemist II, as established in the University's Job Announcement #100-23.

In compliance with 4 GCA, Chapter 6 § 6205, I petition and recommend that he be recruited as Chemist II at General Pay Plan (GPP)/M-7 \$62,163.00 per annum. This is \$12,432.00 per annum greater than recruitment at Step 1, but the exceptional knowledge and experience Mr. Concepcion possesses is commensurate in value.

Should you have any questions, please contact me at (671) 735-2990.

Cc: UOG CHRO  
JA #100-23 Recruitment File