



# RESEARCH CORPORATION OF THE UNIVERSITY OF GUAM

## **RESOLUTION NO. 25-04 AMENDED RELATIVE TO APPROVING AN INCENTIVE FOR RCUOG EMPLOYEES WHO EARN PROCUREMENT, GRANT OR HR CERTIFICATIONS**

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

**WHEREAS**, RCUOG currently covers the financial management, HR and compliance of approximately 170 different grants; and

**WHEREAS**, RCUOG must attract and retain accounting, budgeting, procurement and financial professionals to ensure transactions are compliance with the federal regulations, funding agencies, and its own policies; and

**WHEREAS**, RCUOG must attract and retain human resource professionals who are compliant with federal regulation, funding agencies and its own policies, including institutional knowledge; and

**WHEREAS**, there is already an existing Resolution No. 18-01 to give a one-time, two-step pay increase awarded to those employees engaged in grants account, budgeting, or financial management who earn one of the following certifications while employed at RCUOG: Certified Public Accountant (CPA), Certified Government Financial Manager (CGFM), Certified Fraud Examiner (CFE), or Certified Internal Auditor (CIA); and

**WHEREAS**, per Resolution No. 18-01, the two-step increase equates to an annual salary increase of approximately 6% and is allowed a single time for one certification. Multiple certifications do not result in multiple step increases. Additionally, current RCUOG accountants and financial managers who received a pay incentive under Public Law 33-222 are not eligible for the two-step increase.

**WHEREAS**, RCUOG seeks to expand the certification pool to the following certifications as well: Certified Public Procurement Officer (CPPO), Certified Public Purchasing Buyer (CPPB) SHRM Certified Professional (SHRM-CP), Professional in Human Resources (PHR) and the Certified Grants Management Specialist (CGMS).



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**WHEREAS**, all additional certifications included in the expanded RCUOG certification pool are issued by nationally recognized professional organizations and have been reviewed and deemed relevant by RCUOG for supporting the professional development and operational needs of the organization.

**WHEREAS**, only RCUOG employees that have job duties that directly correlate to the certification will be eligible for one-time, two-step increase. All increases due to earning of any of the certifications from the approved list are subject to the RCUOG Executive Director's approval and subject to the availability of funding.

**NOW, THEREFORE, BE IT RESOLVED**, that the Board of Directors hereby approves the pool of certifications listed in exhibit A and the eligibility for a two-step increase upon earning the certification.

Adopted this 19th day of June 2025.

  
Anita Borja Enriquez (Jun 19, 2025 17:39 GMT+10)

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Dr. Anita Borja Enriquez, Chairperson

**ATTESTED:**

  
Shook Ryan (Jun 22, 2025 12:04 GMT+10)

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Ryan Shook, Secretary



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## EXHIBIT A

### LIST OF APPROVED CERTIFICATIONS ELIGIBLE FOR A TWO-STEP INCREASE

#	Certification	Certification Full Name	Organization	RCUOG Board Resolution
1	CPA	Certified Public Accountant	State Boards of Accountancy	Resolution 18-01
2	CGFM	Certified Government Financial Manager	Association of Government Accountants (AGA)	Resolution 18-01
3	CFE	Certified Fraud Examiner	Association of Certified Fraud Examiners (ACFE)	Resolution 18-01
4	CIA	Certified Internal Auditor	Institute of Internal Auditors (IIA)	Resolution 18-01
5	CPPO	Certified Public Procurement Officer	Universal Public Procurement Certification Council (UPPCC)	Resolution 25-04
6	CPPB	Certified Public Purchasing Buyer	Universal Public Procurement Certification Council (UPPCC)	Resolution 25-04
7	SHRM-CP	SHRM Certified Professional	Society for Human Resource Management (SHRM)	Resolution 25-04
8	PHR	Professional in Human Resources	HR Certification Institute (HRCI)	Resolution 25-04
9	CGMS	Certified Grants Management Specialist	National Grants Management Association (NGMA)	Resolution 25-04

# Resolution 25-04 AMENDED

Final Audit Report

2025-06-22

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