



GOVERNMENT OF GUAM

**CIVIL SERVICE COMMISSION
KUMISION I SETBISION SIBIT**

490 Chalan Palasyo, Agana Heights
P.O. Box 3156 Agana, Guam 96910
Tel: 475-1300/01 Fax: 477-3301



CSC RESOLUTION NO. 95-02

RELATIVE TO THE ABOVE STEP RECRUITMENT FOR INITIAL EMPLOYMENT

WHEREAS, the Civil Service Commission expects that every request for an above-step recruitment is based on good-faith recruitment efforts and objective evaluations of candidates' qualifications. Also that the request is made in the best interest of the department or agency and the Government of Guam.

WHEREAS, this policy will provide uniform standards and guidelines for determining "exceptional qualification" and "recruitment difficulty" in applying 4GCA §6205.

NOW BE IT RESOLVED AS FOLLOWS:

RESOLVED, that the Civil Service Commission hereby adopts the policy for Above-Step Recruitment for Initial Employment; and

RESOLVED FURTHER, that pursuant to 4GCA §6205, this policy shall apply to the Government of Guam departments and agencies and instrumentalities.

WE, THE UNDERSIGNED, REPRESENTING ALL OF THE COMMISSIONERS, HEREBY ADOPT THIS RESOLUTION THIS 30th DAY OF AUGUST, 1995.

**RICHARD J. UNTALAN
CHAIRPERSON**

**JOAQUIN T. ANGOCO
VICE-CHAIRPERSON**

**PRISCILLA T. TUNCAP
COMMISSIONER**

**ZENON J. BELANGER, JR.
COMMISSIONER**

**MANUEL R. PINAUN
COMMISSIONER**

**JULIA R. CRUZ
COMMISSIONER**

**TONI GARRISON-BOUFFORD
COMMISSIONER**

