

**BEFORE THE BOARD OF TRUSTEES  
OF THE PUBLIC DEFENDER SERVICE CORPORATION  
RELATIVE TO THE RECRUITMENT ABOVE-STEP FOR  
ATTORNEY THERESA G. ROJAS**

**RESOLUTION NO. PDSC 03-18**

- WHEREAS,** Title 4 Guam Code Annotated (GCA), Chapter 6 §6205 provides for the Recruitment Above-Step for government of Guam departments/agencies; and
- WHEREAS,** the Public Defender Service Corporation (PDSC) has experienced challenges in recruiting and retaining seasoned attorneys with the experience and skill-set to immediately enter the courtroom for either trial and/or appeals; and
- WHEREAS,** over the past several years, the PDSC has lost five (5) Attorney Level 4 at Step 7 or higher and two (2) Attorney Level 3 at Step 2 or higher to either government transfers, retirement, resignations and promotions; and
- WHEREAS,** the PDSC continues to be in direr need to hire experienced attorneys to fill the void that exists as a result of the loss in seasoned as well as experienced Assistant Public Defenders to effectively handle the Corporation's caseload; and
- WHEREAS,** PDSC has received applications for attorneys who qualify for the Attorney Level 3, but without trial and/or appellate experience, PDSC needs experienced attorneys to handle complex litigation including any crime that involves a sentence for life imprisonment without parole; and
- WHEREAS,** based on the legal requirements and ramifications PDSC clients face, there is an immediate need to fulfill PDSC's mission of providing effective, efficient and adequate representation of indigent clients of Corporation; and
- WHEREAS,** PDSC needs to have the ability to attract talented and experience attorneys above the Attorney Levels 3 and 4, Step 1; and
- WHEREAS,** at the October 24, 2017 Board of Trustees meeting, a petition was submitted to have Theresa G. Rojas, Esq., to fill the vacancy of Attorney Level 3 under Job Announcement JA-17-17; and
- WHEREAS,** Attorney Theresa G. Rojas has close to 5-years of experience as a private legal counsel now serving as co-counsel for the Port Authority of Guam; and
- WHEREAS,** Attorney Rojas has performed litigation and transactional legal work for the firm she works at now. She has performed legal research and analysis on sovereign immunity, arbitration, contract formation, Civil Service Commission standards for making decisions on appeal as well as statutory and case law government claims rules; and

**WHEREAS,** Attorney Rojas drafted pre-trial pleadings in areas of civil, probate, special proceedings, and domestic practice, which included preparation and responses to pre-trial discovery and Motions for Summary Judgment particularly for personal injury and civil contract disputes; and

**WHEREAS,** she has extensive Appellate experience and conducted research and writing of briefs – which is of value to PDSC considering the fact that the Corporation’s appellate work as well as experience is limited; and

**WHEREAS,** the Public Defender Service Corporation would like to concentrate a major part of Attorney Rojas’ work experience on Appellate work so that she is able to share such experience with the PDSC team; and

**WHEREAS,** the PDSC submitted the Request for Recruitment Above-Step to hire Attorney Rojas at Attorney Level 3 Step 3 at an annual salary of \$71,446; and

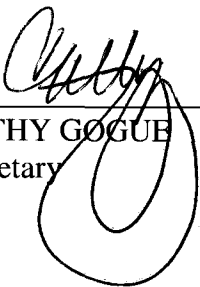
**WHEREAS,** the PDSC petitioned the Board of Trustees for final approval or rejection authority of all Recruitment Above -Step requests as outlined in Title 4 GCA, Chapter 6 §6205, Recruitment Above-Step; now therefore be it

**RESOLVED,** the Board of Trustees of the Public Defender Service Corporation, in its duly-noticed meeting of October 24, 2017, hereby approves the Corporation’s Request for Recruitment Above-Step, pursuant to Title 4 GCA, Chapter 6 §6205, for Theresa G. Rojas, Esq., to Attorney Level 3, Step 3 at \$71,446 per annum after the completion of the required posting and press release to the media.

**DULY AND REGULARLY ADOPTED** this 24th day of October, 2017.

  
Chief Justice KATHERINE A. MARAMAN  
Chairwoman

ATTEST:

  
CATHY GOGUE  
Secretary