

**BEFORE THE BOARD OF TRUSTEES
OF THE PUBLIC DEFENDER SERVICE CORPORATION
RELATIVE TO THE RECRUITMENT ABOVE-STEP FOR
ATTORNEY ZACHARY C. TAIMANGLO**

RESOLUTION NO. PDSC 08-17

- 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 dire 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 May 30, 2017 Board of Trustees meeting , a petition was submitted to have Zachary C. Taimanglo, Esq., to fill the vacancy of Attorney Level 3 under Job Announcement JA-03-17 , which was opened November 30, 2016 as Continuous and closed on February 9, 2017; and
- WHEREAS,** Attorney Zachary C. Taimanglo has worked at Judiciary of Guam as well as private practice before seeking employment with PDSC and has gained invaluable experience that will be an asset to the Corporation's current complement of attorneys; and
- WHEREAS,** Attorney Taimanglo has extensive Appellate experience – which is of value to PDSC considering the fact that the Corporation's appellate work as well as experience is limited; and


WHEREAS, upon joining PDSC, Attorney Taimanglo's caseload will consist of felony crimes requiring that he be trial ready and capable to handle his caseload with very limited to no supervision within his assigned courtroom; and

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

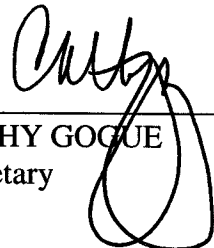
WHEREAS, the PDSC petitioned the Board of Trustees for final approval or rejection authority of all Recruitment Above -Step requests as outlined in Title 4 GCA, Chapter 6 §6205, Recruitment Above-Step; now therefore be it

RESOLVED, the Board of Trustees of the Public Defender Service Corporation, in its duly-noticed meeting of May 30, 2017, hereby approves the Corporation's Request for Recruitment Above-Step, pursuant to Title 4 GCA, Chapter 6 §6205, for Zachary C. Taimanglo, 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 30th day of May, 2017.

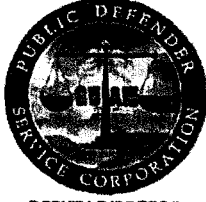

Chief Justice KATHERINE A. MARAMAN
Chairwoman

ATTEST:



CATHY GOGUE
Secretary

EXECUTIVE DIRECTOR
Stephen P. Hattori



DEPUTY DIRECTOR
Richard S. Dirlik
ADMINISTRATIVE DIRECTOR
Cathynn C. Gogue

PUBLIC DEFENDER SERVICE CORPORATION
(Kotperasion Setbision Defensot Pubbleku)

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Kristin D. Smith

May 30, 2017

MEMORANDUM

TO: Board of Trustees

FROM: Executive Director

SUBJECT: Request for Recruitment Above-Step
RE: Zachary C. Taimanglo, Esq.

Håfa Ådai. This memorandum is to respectfully request for the Recruitment Above-Step for the abovementioned attorney.

Pursuant to Title 4 Guam Code Annotated, Chapter 6 §6205 Recruitment Above-Step, initial employment in any department or agency shall be at Step 1 of the assigned Pay Grade. However, the Executive Director of the Public Defender Service Corporation (PDSC) may petition the Corporation's governing board to recruit at a higher step due to recruitment difficulty or exceptional qualifications.

The PDSC has encountered challenges in recruiting and retaining seasoned attorneys who are trial ready and capable to immediately handle the Corporation's overwhelming caseload. Recruiting attorneys at Level 3 and 4 is more of a challenge due to the starting salaries of each level. The Recruitment Above-Step will allow PDSC to hire newly incoming attorneys above Step 1 in either levels.

Recently, the Corporation has interviewed and selected Zachary C. Taimanglo, Esq. for the Attorney Level 3 position and would like to offer Attorney Taimanglo Step 3 at \$71,446 per annum. Attorney Taimanglo has over four years of attorney experience in criminal defense, civil litigation, domestic, juvenile, child support and appeals. He is currently employed with our office as an Attorney Level 3 (limited term appointment) and has been assigned 92 cases that include 56 felony, 33 misdemeanor, 1 appeals and 2 special proceedings. In addition, Attorney Taimanglo provides coverage on cases of former Attorney Suresh Sampath. Prior to joining PDSC, he was employed with the Arriola, Cowan & Arriola law firm for two years and eight months as an Associate in litigation and investigation for criminal cases, civil cases, domestic, juvenile and child support cases as well as cases brought before the Supreme Court of Guam for appeals. Attorney Taimanglo was a Law Clerk at the Superior Court of Guam under the Honorable Presiding Judge Alberto C. Lamorena III; and Judicial Intern under Attorney Ann Keith. He has conducted research and provided writings for former Governor Felix Camacho and former Senator Frank Ishizaki,

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RE: Zachary C. Taimanglo, Esq.
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respectively. Attorney Taimanglo has also given back to the people of Guam through mentoring Father Duenas high school students as the Mock Trial Coach.

This request, if approved will be posted on the PDSC's website for a period of 10 working days and shall be made prior to hiring the above selectee. Your favorable consideration and approval of this matter is greatly appreciated.

Should you have any questions or require additional information, please contact the Corporation's Human Resources Office, Bernadette Lizama at 300-7823 or email blizama@guampdsc.net. *Dangkolo na Agradesimento.*



STEPHEN P. HATTORI