

**BEFORE THE BOARD OF TRUSTEES  
OF THE PUBLIC DEFENDER SERVICE CORPORATION  
RELATIVE TO THE  
ABOVE STEP RECRUITMENT OF ATTORNEYS  
GEORGE NEIL P. VALDES AND ALISHA MOLYNEUX**

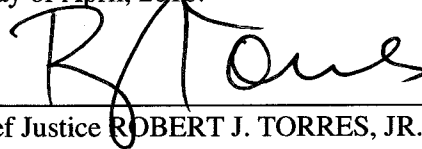
**RESOLUTION NO. 19-16**

- WHEREAS,** Section 6205, Chapter 6 of Title 4 Guam Code Annotated provides for the Recruitment Above-Step for government of Guam departments/agencies; and
- WHEREAS,** the Public Defender Service Corporation and Alternate Public Defender have 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 year, the PDSC and APD have lost five (5) Attorneys at Level 4, Step 6 or higher, to either government transfers, retirement and promotions; and
- WHEREAS,** the PDSC and APD are in direr need to hire experienced attorneys to fill the void that exists in both organizations as a result of this mass exodus; and
- WHEREAS,** PDSC has received a few applications for attorneys who qualify for the Attorney Level 4, without trial and/or appellate experience, both APD and PDSC need experienced attorneys to handle complex litigation including any crime that involves a sentence of life imprisonment without parole;
- WHEREAS,** based on the legal requirements and ramifications PDSC/APD clients face, there is an immediate need to fulfill PDSC's mission of providing effective, efficient and adequate representation of indigent clients of the PDSC/APD; and
- WHEREAS,** both offices (APD/PDSC) need to have the ability to attract talented and experienced attorneys above the Attorney Levels 3 and 4, Step 1; and
- WHEREAS,** through sound fiscal responsibility and frugal measures of spending prior year's appropriations, the APD continues to have lapsed funds available for Fiscal Year 2016; and
- WHEREAS,** at the April 26, 2016 Board of Trustees meeting, a petition was submitted to have George Neil P. Valdes, Esq., to fill the vacancy of Attorney Level 4 at the Alternate Public Defender under Job Announcement JA-05-16, which opened from December 14, 2015 and closed on December 28, 2015; and
- WHEREAS,** the petition also included Alisha L. Molyneux, Esq., to fill the vacancy of Attorney Level 3 at the Public Defender Service Corporation under Job Announcement JA-03-15, which opened from September 14, 2015 and closed on October 2, 2015; and
- WHEREAS,** the PDSC submitted the request for Recruitment Above-Step to hire Attorney Valdes at Level 4, Step 3 at an annual salary of \$81,294 and Attorney Molyneux at Level 3, Step 2 at an annual salary of \$68,981; 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 Guam Code Annotated, Chapter 6 Section 6205, Recruitment Above-Step; now therefore be it

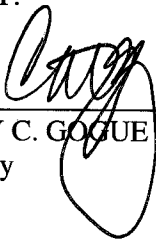
**RESOLVED,** the Board of Trustees of the Public Defender Service Corporation, in its meeting of April 26, 2016, hereby approves the Corporation's request for Recruitment Above-Step, pursuant to Title 4 Guam Code Annotated, Chapter 6 Section 6205, for Attorney George Neil P. Valdes to Attorney Level 4, Step 3 at an annual salary of \$81,294 and Attorney Alisha Molyneux at Level 3, Step 2 at an annual salary of \$68,981 after the completion of the required posting and press release to the media.

**DULY AND REGULARLY ADOPTED** this 26<sup>th</sup> day of April, 2016.



Chief Justice ROBERT J. TORRES, JR.  
Chairman

ATTEST:



CATHY C. GOGUE  
Secretary