



PUBLIC DEFENDER SERVICE CORPORATION
(Kotperasion Setbision Defensot Pubbleku)

GOVERNMENT OF GUAM

779 Route 4
Sinajaña, Guam 96910-5174
Tel: (671) 475-3100 ♦ Fax: (671) 477-5844



BOARD OF TRUSTEES

Hon. Robert J. Torres,
Chairman

Hon. Alberto C. Lamorena, III
Vice-Chairman

Atty. Jacqueline T. Terlaje
Member

Mrs. Donna R. Muña Quinata
Member

Dr. KristiAnna S. Whitman
Member

ADMINISTRATION

Stephen P. Hattori
Executive Director

John P. Morrison
Deputy Director

Cathyann C. Gogue
Administrative Director

Board of Trustees' Regular Scheduled Meeting
Tuesday, February 27, 2024 – 12:30 p.m.
Via Video Conferencing: Zoom & YouTube

A G E N D A

I. Call to Order

II. Roll Call

III. Determination of Quorum

IV. Proof of Due Notice of Meeting:

- A. **Notice:** 5 Working Days, DOA/PDSC/Guam PDN Tuesday, February 20, 2024
- B. **Notice:** 48 Hours, DOA/PDSC/Guam PDN Friday, February 23, 2024

V. Approval of Minutes: Regular Scheduled Meeting of January 23, 2024

VI. Old Business

- A. **Financial Status Update / Allotment Releases (PDSC, APD, CLC)**
- B. **Report from PDSC Executive Director** (EXHIBIT A)
- C. **Report from APD Managing Attorney**
- D. **Report from CLC Managing Attorney** (EXHIBIT B)

VII. New Business

- A. **Attorney Pay Plan Adjustment – Align with DOA** (EXHIBIT C)
- B. **Executive Pay Plan Adjustment** (EXHIBIT D)

VIII. Public Discussion

IX. Adjournment and Next Meeting Date: Tuesday, March 26, 2024 at 12:30 p.m. via
Zoom / YouTube / PDSC Conference Room.

Elementary Tee-Ball completes first year league

Pacific Daily News
This past four Saturdays saw the Umatac Baseball Field full of yells, screens, lots of running and fun coming from 1st, 2nd, and 3rd grade tee-ball-

lers, according to Guam Baseball Academy. Large crowds of family members enjoyed some leisure fun time watching these future baseball soft-

ball stars, hit, throw, catch and run.

School staff and parent volunteers on the field guiding the kids and keeping the fast-paced game of tee-ball moving. Special designed bat and ball is used.

Saturday games featured each team playing 2-game, 1-hour games. Scheduled game times were 9 a.m., 10:15am, 11:30 a.m., and 12:45 p.m.

“Our Marcial Sابلان Tee-ball STARS are not just learning about the skills but they are discovering the importance of self-confidence, resilience, and a passion of a healthy, active


lifestyle. Our coaches and coordinators try to nurture the social and emotional growth of our young player as well as build a foundation of valuing teamwork, respect of one another, and the joy of friendly competition,” according to Tina Buendicho, school tee-ball coordinator.

In 2023, the Phase 1-tee-ball initiative was launched by Guam Baseball Academy with 45-two-hour visits to Guam elementary schools organizing tee-ball games on campus.

GBA provided tee-ball and field equipment to 20-elementary schools. Each school was visited by GBA instructors and, working with school staff, conducted fun on-the-field tee-ball games.

“For the first year, the initiative aims to grow the game across Guam’s elementary schools and provides opportunities for youth to learn the game of baseball and softball. The second tee-ball season is targeted to start the second quarter of the 24/25 school year. New elementary school joining the league will receive free tee-ball equipment supplies by GBA,” Bill Bennett, Guam Baseball Academy lead instructor, said.

Guam elementary schools interested in joining future Elementary Tee-Ball Leagues may contact Guam Baseball Academy at gba@guambaseball.com or Mike Soderquist at (671) 858-1238.



CIVIL SERVICE COMMISSION
KUMISION / SETBISION SIBIT
Bell Tower Suite 201, 710 W. Marine Corps Drive
Hagåtña, Guam 96910
Tel: (671) 647-1855 • Fax (671) 647-1867


NOTICE OF MEETING

IN-PERSON MEETING AT 9:00 A.M. ON THURSDAY, FEBRUARY 22, 2024.
The public can access a live stream of this meeting on the CSC website at: csc.guam.gov or via zoom at:
<https://us06web.zoom.us/j/83175219096?pwd=33LT6e21S6ZWFTeNsuru89hXHhAEE.1> (Meeting ID: 831 7521 9096 / Passcode: 732753)

AGENDA:

- I. CALL TO ORDER.
- II. APPROVAL OF MINUTES: December 14, 2023.
- III. NEW BUSINESS:
 - (1) MOTION HEARING.
Darryl J. Spearman vs. Department of Public Works;
CSC Case No.: 23-AA06T.
- IV. OLD BUSINESS:
 - (1) HEARING ON THE MERITS.
Juan P. San Nicolas vs. Guam Fire Department;
CSC Case No.: 21-AA23T.
- V. GENERAL BUSINESS:
 - (1) Bills and Laws affecting CSC: None.
 - (2) Litigation by Administrative Counsel:
 - (a) Review and discussion for Case No.: SP0017-24;
Joey T. Cruz vs. Customs and Quarantine;
CSC Case No.: 22-GRE27.
 - (3) Administrative Matters:
 - (a) Board Training: Civil Service Commission Board Members.
- VI. ADJOURNMENT.

For special accommodations, please contact Maria P. Masnayan, CSC ADA Coordinator at (671) 647-1872 / (671) 647-1855.
/s/ Daniel D. Leon Guerrero, Executive Director
Paid for by the Civil Service Commission.




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- I. Call to Order
- II. Roll Call
- III. Determination of Quorum
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 - A. Financial Status Update / Allotment Releases (PDSC, APD, CLC)
 - B. Report from PDSC Executive Director
 - C. Report from APD Managing Attorney
 - D. Report from CLC Managing Attorney
- VII. New Business
 - A. Attorney Pay Plan Adjustment – Align with DOA (EXHIBIT A)
 - B. Executive Pay Plan Adjustment (EXHIBIT B)
- VIII. Public Discussion
- IX. Adjournment and Next Meeting Date: Tuesday, March 26, 2024 at 12:30 p.m. via Zoom / YouTube / PDSC Conference Room.



GUAM DEPARTMENT OF EDUCATION
FEDERAL PROGRAMS DIVISION
501 Mariner Avenue
Barrigada, Guam 96913
Telephone: (671) 475-0470
Email: federal-programs@gdoe.net

K. ERIK SWANSON, Ph. D.
Superintendent of Education

NOTICE TO THE PUBLIC
FFY2024 Consolidated Grant Application Stakeholders Input and Consultative Workshop

The Guam Department of Education (GDOE) is pleased to inform all stakeholders of its intent to submit and consolidate the Federal Fiscal Year (FFY) 2024 U.S. Department of Education (US-Ed) grant funds under the Title V, Part B: Rural and Low-Income Schools Program (RLIS) Consolidated Grant Application (CGA) for Year 2 of the three (3) year CGA grant cycle. The GDOE Federal Programs Division, responsible for the oversight and administration of the grant funds, will be conducting the **FFY2024 Consolidated Grant Application Stakeholders Input and Consultative Workshop** to address grant requirements.

The FPD is required to coordinate with the PreK-12 education community stakeholders to include students, parents, teachers and school administrators from the public, private-non-public and charter schools to determine eligibility and needs. Services and resources will be allocated to the participating PreK-12 educational institutions based on the previous school year’s (SY) student enrollment (SY 2023-2024), needs and justification of requests.

The FFY2024 Consolidated Grant Application Stakeholders Input and Consultative Workshop will be held on:

Tuesday & Wednesday, February 27 & 28, 2024
8:00 am – 4:00 pm
Venue: 1st Floor, Main Conference Room, GDOE Headquarters, Tiyan

The FPD requires that all participating representatives provide an e-confirmation (via email) for participation no later than **4:00 pm, Thursday, February 22, 2024** to federal-programs@gdoe.net.

This is necessary to ensure attendance and participation is documented to adhere to Federal requirements.

Should you need additional information, please contact Ms. Sylvia T. Calvo, Grant Director, via email at federal-programs@gdoe.net. Thank you for your attention and cooperation.

“This activity is administered by the Guam Department of Education (GDOE) – Federal Programs Division and funded by the U.S. Department of Education Consolidated Grant to the Insular Areas.”

Rita San Nicolas Diego, *Pro Se*
184 Aridondon As Lucas
Talofofo, Guam 96915
bertha.diego@gmail.com
(671) 489-0159

IN THE SUPERIOR COURT OF GUAM

IN THE MATTER OF THE ESTATES OF

ANNA C. DIEGO and
JOSEPH C. DIEGO,

Decedents,

BY

RITA SAN NICOLAS DIEGO,
Administratrix.

PROBATE CASE NO. PR0009-24

NOTICE TO CREDITORS

NOTICE IS HEREBY GIVEN by the undersigned, Administratrix of the Estates of Anna C. Diego and Joseph C. Diego, deceased, to the creditors of and to all persons having claims against said Estates or against said Decedents, that within two (2) months after the first publication of this Notice, they either file them with the necessary vouchers in the office of the Clerk of the Superior Court of Guam, or exhibit them with necessary vouchers to the undersigned, who is the Administratrix of the Estates and whose mailing address is 184 Aridondon As Lucas, Talofofo, Guam 96915, the same being the place for the transaction of the said Estates.

DATED this 16th day of February, 2024.

By: /s/
RITA SAN NICOLAS DIEGO
Administratrix

CLASSIFIEDS

Place an ad **online** TODAY!
 PDN Lobby Hours: **Monday–Friday 8am–5pm**
 Guampdn.com/Classifieds
 Or call (671)472-1PDN (1736)



Jobs
 Find a new job or career

Homes & Rentals
 Discover your new home

Auto
 Turn here for your next vehicle

Stuff
 Household, Furniture, Pets & Stuff

SUPER CLASSIFIED DEALS
 For all categories except employment and real estate. There are no line limits

Good: Text only. 3 days in print/7 days online **\$35**
Better: Text with border. 5 days in print/10 days online **\$45**
Best: Text with border & image. 8 days in print/14 days online **\$60**

CATEGORIES
Animals for Sale: Livestock / Pets • **Automotive:** Cars/Motorcycles/Pickups and SUVs • **Celebrations • Fundraisers**
Goods for Sale: Auto Parts/Baby Items/Computers/Electronics/Exercise Equipment/Furniture/Household Goods/Miscellaneous/Musical Instruments/Sports and Outdoors Equipment/Tool • **Lost and Found • Heavy Equipment • Repairs and Installation:** Air Conditioning/Appliances/Cellphones/Computers/Electrical/Electronics/Plumbing/Repair and Installation Services Needed • **Services:** Child and Elderly Care/Educational/Lawn Care or Yardwork/Other Services/Therapeutic Massage/Tutoring/Cleaning Services • **Wanted to Buy**
Watercraft: Boats/Personal Water Craft

EMPLOYMENT CLASSIFIED PACKAGES
 There are no line limits

Good: Text only. 3 days in print and 7 days online **\$99**
Better: Text with border. 5 days in print/10 days online **\$114**
Best: Text with border & image. 8 days in print/14 days online **\$120**

CATEGORIES
Help Wanted Full Time • Help Wanted Part Time

REAL ESTATE CLASSIFIED PACKAGES
 There are no line limits

Good: Text only. 3 days in print / 7 days online **\$81**
Better: Text with border. 5 days in print / 10 days online **\$96**
Best: Text with border & image. 8 days in print/14 days online **\$105**

CATEGORIES
Businesses for sale • For Lease Land • For Rent Commercial • For Rent Residential • For Sale Commercial • For Sale Residential • For Sale Land • Rooms for Rent

OPEN RATE LINERS
 Priced per line
 All liners come with digital. There are no Print Only options.

Private Party Open Rate Liners
 ** Applies to all categories except for Employment and Real Estate
\$14.45 per line/per day for print and 3 days online.
\$50 5 days online – No Line Limit

Employment Open Liners
\$16.50 per line/per day for print and 3 days online.
\$75 5 days online – No Line Limit

Real Estate Open Liners
\$14.70 per line/per day for print and 3 days online.
\$85 5 days online – No Line Limit

Optional Adds for Open Liners
 • **Bold:** \$2 • **Border:** \$7 • **Image:** \$7

All classified ads are subject to the applicable rate card, copies of which are available from our Advertising Dept. All ads are subject to approval before publication. The Pacific Daily News/Pacific Sunday News reserves the right to edit, refuse, reject, classify or cancel any ad at any time. Errors must be reported in the first day publication. The Pacific Daily News/Pacific Sunday News shall not be liable for any loss or expense that results from an error in or omission of an advertisement. No refunds for early cancellation of order.

GuamPDN.com
Online Classifieds

- To place your ads, please
1. Log onto GuamPDN.com
 2. Click on "Place an ad" under the Quick Links on the left blue sidebar
 3. Click on "Start Creating Your Ad Now"
 4. Complete the form and make payment



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PDN's new customer service channel!

1. Customers can initiate the conversation by adding: 671-488-4102 to their phone contacts / WhatsApp contacts.
2. Customers can use the link <https://wa.me/message/WIXBR6XIQMOF1>
3. Customers can scan the QR code on their phone

3 ways to initiate a PDN WhatsApp Conversation
 (Android or Apple mobile phone device recommended)

3. Customers can scan the QR code on their phone

- Contacting the PDN via WhatsApp on a mobile phone device
- Choose and select from the drop down menu.

PUBLIC DEFENDER SERVICE CORPORATION
Board of Trustees' Meeting
Tuesday, January 23, 2024 – 12:30 PM
via Video Conferencing - Zoom
Public Defender Service Corporation Conference Room

MINUTES

I. CALL TO ORDER

The meeting was called to order at 12:30 p.m. on January 23, 2024 by Chief Justice Robert J. Torres, Chairman of the Board.

II. ROLL CALL

Present: Chief Justice Robert J. Torres, Chairman
Presiding Judge Alberto C. Lamorena, III, Vice Chairman
Trustee Donna M. Quiñata, Member
Trustee KristiAnna Whitman, Member

Excused: Attorney Jacque T. Terlaje, GBA President, Member

Others Present: Stephen P. Hattori, Executive Director
John P. Morrison, Deputy Director
Ana Maria Gayle, APD Managing Attorney
Cathynn Gogue, Administrative Director
Carol Hinkle-Sanchez, Civil Law Center
Julito Tingson, MIS Administrator
Katherine Sablan, Personnel Specialist
Gwendolyn Diego, Civil Law Center
Audre K. Hattori, Alternate Public Defender

III. DETERMINATION OF QUORUM

With the presence of four (4) out of the five (5) board members, a quorum was determined for the meeting to proceed.

IV. PROOF OF DUE NOTICE OF MEETINGS

“Notice of Public Meeting” was published in the Pacific Daily News on Tuesday, January 16, 2024 and Friday, January 19, 2024.

V. APPROVAL OF MINUTES

Chief Justice Torres proceeded with the approval of the minutes of the regular board meeting of November 28, 2023.

Motion to adopt the minutes subject to corrections was made by Presiding Judge Lamorena and seconded by Trustee Quiñata. Approved by acclamation.

VI. **OLD BUSINESS**

A. **FINANCIAL STATUS UPDATE/ALLOTMENT RELEASES (PDSC, APD, CLC)**

AD Gogue reported that after the last PDSC board meeting, the Corporation received \$1.2 million and APD received \$520,728, bringing allotments to 91%.

STOP 2021 funds in the amount of \$21,422 have been expended as of October 2023. Approval for STOP 2022 is still pending. Until then, ICJR (Improving Criminal Justice Responses Program) funds are being utilized for TAC (The Advocacy Center). For ICJR, as of December 31, 2023, \$99,822 has been expended. Of that, \$32,000 was for Personnel and \$9,000 was for Travel and Supplies.

Corrections were made to EJC (Elder Justice Center) invoices submitted for October through December 2023. PDSC received \$47,655 for the current quarter. The MOU to continue services with DPHSS was signed a few days prior to this meeting.

The Access to Counsel Grant has been expended and any remaining funds will be returned to BSP.

B. **REPORT FROM PDSC EXECUTIVE DIRECTOR**

ED Hattori stated that the Access to Counsel Grant was extended to June.

Reviewing PDSC statistics, ED Hattori reported that there were 1,947 pre-judgment cases, 872 of which are warrants, and 902 post-bench warrant cases. There are 3,747 post-judgment cases some of which are pending closure documents from SCOG. There were 291 cases opened in the first quarter of FY2024. Of those, 74 were closed due to conflict, exceeding income guidelines and substitution of counsel.

Presiding Judge Lamorena asked that moving forward, both PDSC and APD provide stats for confined clients. Additionally, he requested the stats on applications for Electronic Monitoring (EM) include those who are eligible and those who were denied. Chief Justice Torres added that PDSC should also include post-conviction, low-risk offenders who may be eligible for EM since SCOG has expanded its program. ED Hattori confirmed that those stats will be provided at the next meeting.

C. **REPORT FROM APD MANAGING ATTORNEY**

MA Gayle stated that first quarter numbers have been provided and APD continues to work on closing cases. She confirmed that EM stats will also be provided moving forward.

D. REPORT FROM CLC MANAGING ATTORNEY

MA Hinkle-Sanchez reported that CLC cases have been moving quickly and they are exceeding their quotas. They continue to do home and hospital visits. She added that CLC has been receiving cases that were recently appointed to Attorney Spivey. She hopes that CLC could handle guardian ad litem cases to avoid conflict with PDSC and APD. CLC is also working with UOG and GCC to develop a volunteer program where students will work under attorneys and social workers on guardian ad litem cases. Chief Justice Torres asked if the demand for service has increased in which MA Hinkle-Sanchez confirmed they have. She continued that all War Claim cases are complete and that CLC continues to conduct community outreach relative to the services they provide.

VII. NEW BUSINESS

None.

VIII. PUBLIC DISCUSSION

None.

IX. ADJOURNMENT AND NEXT MEETING DATE

Chief Justice Torres asked that PDSC continue to monitor the attorney pay plan as they prepare for the upcoming budget cycle and include it in the next meeting's agenda.

With no further matters to discuss, **motion was made by Presiding Judge Lamorena and seconded by Trustee Quinata to adjourn the meeting. Approved by acclamation.**

The next BOT meeting is scheduled for Tuesday, February 27, 2024 at 12:30 p.m. in the PDSC conference room via Zoom/YouTube.

Respectfully submitted,

/s
CATHY GOGUE
Board Secretary

Old Business
Agenda Item VI-B
PDSC Executive Director
Report / Statistics

**PUBLIC DEFENDER SERVICE CORPORATION
JANUARY 2024 STATISTICS**

ACTIVE CASELOAD AS OF JANUARY 31, 2024																																											
ATTORNEY (% of Total)	Civil	Civil TRO	Civil Appeals	Consultation	Criminal Appeals	Domestic	FELONY (2680)															JUVENILE (254)					MISDEMEANOR (2497)					BREAKDOWN OF TOTAL ACTIVE CASES											
							Arson	Assault	Burglary	Child Abuse	Criminal Mischief	Criminal Sexual Conduct	Drug Related Offense	DUI	Family Violence	Forgery	General Jurisdiction	Home Invasion	Kidnapping	Murder	Robbery	Stalking	Terrorizing	Theft	Drug Related Offense	Guardianship	PINS	Status Offense	Delinquent	Proceedings	Child Abuse	DUI	Family Violence	General Jurisdiction	Criminal Sexual Conduct	Probate	Protective Order	Special Proceedings	TOTAL ACTIVE CASES	PRE Trial from Total	Pre-BW from Total	POST Trial from Total	Post-BW from Total
A. Molyneux (4%)								9	9		2	3	15		6	1	51				1		1	6			3	1	17			18	13	78			10	1	245	72	41	109	23
B. Eggleston (3%)			1		2			18	2		10	1	17		19		20			1	2		7	3						2	5	52	18			2	3	185	92	17	68	8	
D. Highsmith (4%)	4	3			1	1		9	6		3	9	30	5	3		33			1	3	1	2	8						3	21	1	49			42	1	239	76	24	128	11	
E. Espiritu (4%)	1						1	4	11		1	1	23	6		3	55				4	1	3	8	1		20	1	3		1	31		65				244	61	34	122	27	
J. Morrison (5%)				1				8	14		8	13	57	4	4	2	50	1		1		1	6	14						26	8	53	1			1		273	94	43	104	32	
J. Roden (9%)	1					1		16	7		10	4	20	3	40		119	2		1	2	1	14	9	1					2	11	123	113			7	2	509	108	63	270	68	
K. Aguon (3%)																	5									4	41	10	55	1	1	15	11	25	1				169	52	17	96	4
M. Brown (2%)								1	1		1	7	1				1			1	1	1	2					30		15	1	19	1			1		84	36	6	42	0	
Other* (29%)	1	1		1		1		6	3	1	2	1	11	4	11		457					6	1		1		1		2	3		21	55	1017		1	30	3	1641	17	339	813	472
P. Sablan (7%)							1	10	7		5	5	11		13		152	2		1	2		10	8						1	8	40	119	1				396	55	49	255	37	
S. Hattori (12%)	1	1		7	6			16	10		5	6	81	6	1	1	319			3		2	3	16					1	2	51		115			1	3	657	151	101	278	127	
W. Bischoff (6%)				1	4			12	8		9	7	26	6	5	2	118			3	4	2	3	14						37	7	92					360	73	41	214	32		
W. Jones (6%)								18	7		3	3	24	1	25		84	1	1	2		1	12	11		1	38	3	14	2		3	7	49				310	55	29	193	33	
Z. Taimanglo (5%)							1	10	10	2	3	6	14	3	14	1	93	3		1	2	2	5	8						4	43	42					267	78	47	112	30		
Total Cases	8	5	1	10	13	3	3	137	95	3	62	66	330	38	141	10	1557	9	1	15	21	12	74	106	3	5	103	15	121	7	12	266	361	1854	4	1	92	15	5579	1020	851	2804	904

* OTHER includes attorneys who are no longer employed with PDSC or cases that have not yet been assigned to an attorney.

	MONTHLY COMPARISON BY YEAR									
	JAN 2024		JAN 2023		JAN 2022		JAN 2021		JAN 2020	
CASES OPENED	82		103		103		58		153	
CLOSED	87		74		94		101		108	
CONFLICT	26	30%	17	23%	18	19%	5	5%	20	19%
INCOME EXCEEDED	2	2%	2	3%	4	4%	0	0%	1	1%
SUBSTITUTION	3	3%	0	0%	2	2%	3	3%	4	4%

Average Case Time: PRE to POST	
35%	0-6 Months
24%	7-12 Months
41%	13 or more Months

ELECTRONIC MONITORING APPLICATIONS		
	CY 2024	CY 2023
Submitted	15	86
Approved	5	30

**Old Business
Agenda Item VI-D
CLC Managing
Attorney Report /
Statistics**

(CLC/EJC) 2024 Fiscal Year Information for Board of Trustees

CIVIL LAW CENTER	2023				2024												Total Fiscal Year
	OCT	NOV	DEC	QTR TOTAL	JAN	FEB	MAR	QTR TOTAL	APR	MAY	JUN	QTR TOTAL	JUL	AUG	SEPT	QTR TOTAL	
NUMBER OF CASES																	
Opened	4	11	20	35	25												
Closed	8	7	6	21	11												
Juvenile Special Proceedings Court Appointments	0	1	1	3	3												
SERVICES COMPLETED																	
FEMA Support Services	0	0	0	0	0												
Guardianship Over Minors	3	4	2	9	5												
Landlord/Tenant	0	0	0	0	0												
Last Will and Testament	0	0	0	0	0												
Legal Advice Guidance	0	4	2	6	2												
Living Will	0	0	0	0	0												
Notary Service (Non-CLC)	0	10	16	26	0												
Power of Attorney	0	0	1	1	3												
Power of Attorney (Healthcare)	0	0	1	1	2												
War Claims Issues (Inquiries/Probate)	5	0	0	5	0												
ELDER JUSTICE CENTER																	
NUMBER OF CASES																	
Opened	26	32	39	97	34												
Closed	13	23	34	70	40												
SERVICES COMPLETED																	
FEMA Support Services	0	0	0	0	0												
Guardianship (Information and Advice)	2	0	0	2	0												
Landlord/Tenant Issues	1	0	0	1	0												
Last Will and Testament	6	3	5	14	15												
Living Will	2	1	2	5	0												
Power of Attorney	19	15	24	58	32												
Power of Attorney (Healthcare)	20	15	23	58	32												
RECEIVED REQUESTS																	
Adoption	0	0	0	0	0												
Annulment	0	0	0	0	0												
Banking Issues	0	0	0	0	0												
Debt Collection	0	0	0	0	0												
Deed of Gift	0	0	1	1	3												
Divorce	0	0	1	1	0												
Domestic Issues	1	0	0	1	0												
Employment Law	0	0	0	0	0												
Guardianship Over an Adult	1	0	0	1	0												
Landlord/Tenant Issues	2	0	0	2	0												
Litigation Award Assistance	3	0	0	3	0												
Living Trusts	4	0	0	4	1												
Medical Malpractice	5	0	0	5	0												
Medicare Application	6	0	0	6	0												
Name Change	7	0	0	7	0												
Probate	2	1	0	3	0												
Property Border Issue	0	0	0	0	0												
Property Title Service	1	0	0	1	1												
Notary Service (Gov't Docs)	0	2	0	2	0												
Notary Service (Personal Docs)	0	0	0	0	0												
Public Assistance	0	0	0	0	1												
Quitclaim Deed	0	0	0	0	0												
Quiet Title Issues	0	0	0	0	0												
Retirement questions	0	0	0	0	0												
Small Claims	1	0	0	1	0												
Small Estate Affidavit	0	1	0	1	0												
Social Security Fraud	0	0	0	0	0												
Social Services Assistance	0	0	0	0	0												
Wrongful Judgement	0	0	0	0	0												
MISCELLANEOUS																	
Collaborations/Outreach	7	2	1	10	2												
Conferences	1	0	0	1	0												
Home/Hospital Visits	7	9	13	29	8												
Trainings	1	0	0	1	0												

(TAC) 2024 Fiscal Year Information for Board of Trustees

The Advocacy Center	2023				2024									Total Fiscal Year		
	OCT	NOV	DEC	QTR TOTAL	JAN	FEB	MAR	QTR TOTAL	APR	MAY	JUN	QTR TOTAL	JUL		AUG	SEPT
INTAKE and SCREENING																
DECLINED (CONFLICT) & REFERRED	0	0	0	0	0											
OPENED	6	12	11	29	10											
Total Intake and Screening	6	12	11	29	10											
Description of Services																
Consult/Advice (Referred out)	6	8	10	24	8											
Protective Order	0	1	1	2	0											
Protective Order w/ Temp Child Custody/Visitation	0	1	0	1	1											
Restraining Order	0	0	0	0	0											
Motion to Extend RO/PO	0	0	0	0	0											
Declined (Victim Requested)	0	2	0	2	1											
Total of services for opened cases	6	12	11	29	10											
CASE STATUS																
Active Open Cases	7	3	4	14	2											
Closed	12	11	12	35	10											
CASES REFERRED TO TAC																
Office of the Attorney General ((Victim Service Center)	1	0	1	2	3											
Guam Police Department (GPD)	9	6	5	20	1											
Guam Bar Association (GBA)	0	0	0	0	0											
Other	3	9	9	21	6											
Total Referred to TAC	13	15	15	43												
CASES REFERRED OUT																
Adult Protective Services (APS)	0	5	4	9	0											
Child Protective Services (CPS)	1	0	1	2	0											
Guam Bar Association (GBA)	0	0	1	1	0											
Guam Police Department (GPD)	10	4	10	24	4											
Guam Legal Services (GLS)	0	1	3	4	4											
Micronesia Legal Services Corp. (MLSC)	0	0	0	0	1											
Office of the Attorney General (Victims Service Center)	0	2	0	2	0											
MISCELLANEOUS																
Collaborations/Outreach	4	2	1	7	1											
Conferences	1	0	0	1	0											
Trainings	1	1	0	2	0											

**New Business
Agenda Item VII-A
Attorney Pay Plan
(APP)**

PUBLIC DEFENDER SERVICE CORPORATION
(Kotperasion Setbision Defensot Pubbleku)

GOVERNMENT OF GUAM

779 Route 4

Sinajaña, Guam 96910-5174

Tel: (671) 475-3100 ♦ Fax: (671) 477-5844

BOARD OF TRUSTEES

Hon. Robert J. Torres
Chairman

Hon. Alberto C. Lamorena, III
Vice-Chairman

Atty. Jacqueline T. Terlaje
Member

Mrs. Donna R. Muña Quiñata
Member

Dr. KristiAnna S. Whitman
Member

ADMINISTRATION

Stephen P. Hattori
Executive Director

John P. Morrison
Deputy Director

Cathyann C. Gogue
Administrative Director

**BEFORE THE BOARD OF TRUSTEES
OF THE GUAM PUBLIC DEFENDER SERVICE CORPORATION
RELATIVE TO APPROVING PAY INCREASES FOR
GUAM PUBLIC DEFENDER SERVICE CORPORATION AND
THE ALTERNATE PUBLIC DEFENDER ATTORNEYS
ALLOWING FOR ADJUSTMENTS MADE BY THE
DEPARTMENT OF ADMINISTRATION TO THE
ATTORNEY PAY PLAN
SUBJECT TO THE AVAILABILITY OF FUNDING**

RESOLUTION NO. PDSC 03-24

- WHEREAS,** through P.L. 37-42, Chapter XII, Miscellaneous Provisions, Section 32, requiring the Department of Administration (DOA) to update and align the 2014 CWA Attorney Pay Plan (APP) salaries with current national mean wages and that such study be completed by January 31, 2024; and
- WHEREAS,** on January 16, 2024, the DOA recommended to the Governor of Guam approval of a 24% increase to the 2014 CWA Attorney Pay Plan (APP) to address nationwide shortage of attorneys and for Guam to remain competitive for purposes of recruitment and retention of attorneys; and
- WHEREAS,** on January 26, 2024 Governor Lou Leon Guerrero signed off on the APP update following the study performed by DOA. The approved plan aims to address the critical issue of recruiting and retaining attorneys throughout the Government of Guam, particularly in key government agencies such as the Public Defender Services Corporation (PDSC) and the Office of Attorney General (OAG); and
- WHEREAS,** on October 24, 2023 the Board of Trustees, through Resolution No. 01-24, approved a **15%** increase that provided a total increase to the APP for attorneys at PDSC and the Alternate Public Defender to **21%**; which aligned with PDSC and APD employees on the General Pay Plan (GPP); and
- WHEREAS,** public defenders safeguard equal justice under the law, and are tireless advocates for the voiceless as they defend the constitutional rights of Guam's less fortunate citizens; and

WHEREAS, the attorneys at PDSC and APD strengthen Guam’s judicial system through their ability as public defenders to fearlessly represent clients with honor, integrity, and compassion; and

WHEREAS, the Board of Trustees recognizes the vital role that PDSC and APD public defenders play within the organization and acknowledges their credentials and significant contributions to the legal system; and

WHEREAS, through 4 G.C.A. § 6301 and § 6302 (a), the Public Defender Service Corporation’s Board of Trustees is exercising its authority to adopt, apply and reassign pay grades in which the Trustees deem necessary to retain and recruit attorneys; and provide compensation based on internal equity and external competitiveness; and

NOW, THEREFOR, BE IT RESOLVED that the Public Defender Service Corporation’s Board of Trustees hereby adopts an increase of Two Percent (2%) from the current Attorney Pay Plan scales, which align such scale with DOA’s CWA Attorney Pay Plan, bringing such pay closer to but not lower than the adjusted pay on the revised scale, for all attorneys with the Public Defender Service Corporation and the Alternate Public Defender; and

BE IT FURTHER RESOLVED that such adjustments shall go into effect upon approval by the Board of Trustees of the Public Defender Service Corporation.

DULY AND REGULARLY ADOPTED THIS 27th day of February, 2024 at a duly noticed meeting of the Public Defender Service Corporation.

Chief Justice ROBERT J. TORRES, JR.
Chairman

Cathy C. Gogue, Board Secretary

24% PDSC Attorney Pay Plan (Eff. January 26, 2024)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Attorney Level 5 (Managing)	\$ 106,578	\$ 110,387	\$ 114,333	\$ 118,420	\$ 125,251	\$ 132,475	\$ 140,116	\$ 148,199	\$ 156,747	\$ 165,788
	\$51.24	\$53.07	\$54.97	\$56.93	\$60.22	\$63.69	\$67.36	\$71.25	\$75.36	\$79.71
Attorney Level 4	\$ 93,967	\$ 97,326	\$ 100,805	\$ 104,408	\$ 110,431	\$ 116,801	\$ 123,537	\$ 130,663	\$ 138,199	\$ 146,171
	\$45.18	\$46.79	\$48.46	\$50.20	\$53.09	\$56.15	\$59.39	\$62.82	\$66.44	\$70.27
Attorney Level 3	\$ 82,584	\$ 85,536	\$ 88,593	\$ 91,760	\$ 97,052	\$ 102,651	\$ 108,572	\$ 114,834	\$ 121,458	\$ 128,464
	\$39.70	\$41.12	\$42.59	\$44.12	\$46.66	\$49.35	\$52.20	\$55.21	\$58.39	\$61.76
Attorney Level 2	\$ 71,145	\$ 73,688	\$ 76,322	\$ 79,050	\$ 83,609	\$ 88,432	\$ 93,533	\$ 98,928	\$ 104,635	\$ 110,670
	\$34.20	\$35.43	\$36.69	\$38.00	\$40.20	\$42.52	\$44.97	\$47.56	\$50.31	\$53.21
Attorney Level 1	\$ 63,023			\$ 66,340						
	\$30.30			\$31.89						

PDSC Attorney Pay Plan (CWA 2014)

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Attorney Level 5 (Managing)	\$ 85,950	\$ 89,022	\$ 92,204	\$ 95,500	\$ 101,009	\$ 106,835	\$ 112,997	\$ 119,515	\$ 126,409	\$ 133,700
Attorney Level 4	\$ 75,780	\$ 78,489	\$ 81,294	\$ 84,200	\$ 89,057	\$ 94,194	\$ 99,627	\$ 105,373	\$ 111,451	\$ 117,880
Attorney Level 3	\$ 66,600	\$ 68,981	\$ 71,446	\$ 74,000	\$ 78,268	\$ 82,783	\$ 87,558	\$ 92,608	\$ 97,950	\$ 103,600
Attorney Level 2	\$ 57,375	\$ 59,426	\$ 61,550	\$ 63,750	\$ 67,427	\$ 71,316	\$ 75,430	\$ 79,781	\$ 84,383	\$ 89,250
Attorney Level 1	\$ 50,825			\$ 53,500						



EDWARD M. BIRN
Director (Direktot)
Elizabeth T. Flsher

Deputy Director (Sigundo Direktot)

**DEPARTMENT OF
ADMINISTRATION**
DIPATTAMENTON ATMENESTRASION

DIRECTOR'S OFFICE
(Ufisinan Direktot)

Telephone (Telifon): (671) 475-1101/1250



LOURDES A. LEON GUERRERO
Governor (Maga'håga)

JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'låhi)

Transmitted via email to speaker@guamlegislature.org

January 31, 2023 ⁴

The Honorable Therese M. Terlaje
Speaker, 37th Guam Legislature
Guam Congress Building
163 W. Chalan Santo Papa
Hagåtña, Guam 96910

RE: Transmittal of Approved Attorney Pay Plan Update

Håfa Adai Madame Speaker:

Pursuant to Chapters 4 and 6 of Title 4 Guam Code Annotated, the Department of Administration has the authority to review compensation structures and administrative policies for employment compensation within the government of Guam, to adopt and administer a unified pay schedule based on Hay methodology, to reassign pay grades as necessary, and to delegate authority to assess and update the unified pay schedule to certain agencies as appropriate. Pursuant to this authority, on January 16, 2024, the Director of Administration submitted recommendations for an Attorney Pay Plan (APP) update for Governor Lou Leon Guerrero's approval. On January 26, 2024, Governor Leon Guerrero approved a 24% increase to the Attorney Pay Plan as recommended by the Director of Administration.

The APP represents a thorough analysis of the compensation of government attorneys, which has not been revised since 2014. Public sector attorneys have waited a decade for an adjustment to their compensation. Now, these adjustments will enable them to receive comparable compensation with their private sector counterparts and allow them to continue in public service without compromising their family's quality of life.

These recommendations are made with the understanding that any costs relative to implementation will be included in any future budget requests of affected departments and agencies and a recommendation that the FY 2025 budget include these.

Sincerely,

EDWARD M. BIRN
Director



37GL-24-1604

Messages and Communications

RECEIVED

Committee on Rules

February 1, 2024

8:26 p.m.

Beatrice Cruz



EDWARD M. BIRN
 Director (Direktot)
ELIZABETH T. FISHER
 Deputy Director (Sigundo Direktot)

**DEPARTMENT OF
 ADMINISTRATION**
 DIPATTAMENTON ATMENESTRASION

DIRECTOR'S OFFICE
 (Ufisinan Direktot)
 Telephone (Telifon): (671) 475-1101/1250



LOURDES A. LEON GUERRERO
 Governor (Maga'ähaga)
JOSHUA F. TENORIO
 Lt. Governor (Sigundo Maga'ähagi)

January 16, 2024

HRD No.: 23-371

MEMORANDUM

To: Governor of Guam

From: Director of Administration

Subject: Updating of 2014 CWA Attorney Pay Plan
 RE: Competitive Wage Study

2024-20877
OFFICE OF THE GOVERNOR
 CENTRAL FILES OFFICE
 Rec'd By: Dan-Michael Romulo
 Date: 1-17-24 Time: 3:50 pm

Buenas yan Hafa Adai! This is to request your approval to update and align the 2014 CWA Attorney Pay Plan (APP) salaries with current national mean wages pursuant to the FY 2024 Budget Act, P.L. 37-42, Chapter XII, Miscellaneous Provisions, Section 32. There continues to be a nationwide shortage of attorneys, especially prosecutors, and in order to remain competitive for purposes of recruitment and retention, periodic wage market movement assessments are important and necessary. Positions covered under the APP are listed below. The salary of the Attorney General is determined pursuant to 5GCA § 30116 (refer to attachment).

POSITIONS COVERED UNDER THE ATTORNEY PAY PLAN (ATTY)			
Position	Pay Grade	Current Starting Salary	24% Starting Salary
Territorial Principal Tax Attorney	ATY-5	\$85,950	\$106,578
Assistant Principal Tax Attorney	ATY-3	\$66,600	\$82,584
Administrative Counsel (CSC)	ATY-4	\$75,780	\$93,967
Deputy Attorney General	ATY-5	\$85,950	\$106,578
Assistant Attorney General	ATY-4	\$75,780	\$93,967
Attorney V	ATY-5	\$85,950	\$106,578
Attorney IV	ATY-4	\$75,780	\$93,967
Attorney III	ATY-3	\$66,600	\$82,584
Attorney II	ATY-2	\$57,375	\$71,145
Attorney I	ATY-1	\$50,825	\$63,023
Compiler of Laws	ATY-4	\$75,780	\$93,967
Assistant Compiler of Laws	ATY-3	\$66,600	\$82,584
Legal Advisor	ATY-3	\$66,600	\$82,584
Staff Attorney (Judicial)	Levels 1-5	\$50,825 - \$85,950	\$63,023 - \$106,578

Note: The benchmark position for the Attorney Pay Plan is the journey-level or specialized attorney at Attorney Level 4, Step 5. Refer to Table C below.

Background:

Over the past budget cycle, as competitive wage studies were conducted for educators, law enforcement personnel, and positions under the general pay plan, attorneys at the Public Defender Services Corporation (PDSC) and the Office of Attorney General (OAG) received a 6% pay adjustment (and a pay differential of 15% for prosecutors) to include another 6% for the Public Defender attorneys as of October 1, 2023. In addition to the 6% pay adjustment, the FY 2024 Budget Act authorizes the Governor to hire a consultant for the Department of Administration to conduct a competitive wage study for government attorneys to be completed by January 31, 2024.

A review of 2021-2023 national mean and median wages for lawyers/attorneys is set forth in the Tables below. The information gathered was used to update the attached recommended APP. The current benchmark position is the Attorney Level 4, Step 5 (adjusted plus 6%). Based on mean wage comparisons, internal versus external, and with the additional 6% pay adjustment as of October 1, 2023, the market movement pay plan lag ranges from 12% to 38% for non-prosecutorial attorneys.

The Competitive Wage Act has refrained from distinguishing between trial and non-trial government attorneys, relying on years of creditable working experience as the primary metric for determining the appropriate level and step within the schedule. This approach has not only been instrumental in maintaining equity across various legal positions in the government of Guam but also acknowledges the daily, evolving demands of the attorney role. Given the fluid nature of legal work, deviating from this established policy may introduce practical challenges that could complicate the implementation of an updated APP. Attorneys perform both trial and non-trial work, and pay cannot be applied when they perform alternating functions.

Please note that the APP does not include the salary for Judges. Judicial salaries are determined by the Judicial Council pursuant to Public Law 32-208:4 which repealed and reenacted certain sections of Public Law 32-136 which addressed the salaries of Elected Officials and the Appointed Heads of Departments and Agencies of the Executive Branch after the implementation of the Competitive Wage Act of 2014.

Internal Wage Data:

Table A: Local Government Attorney Salaries as of June-August 2023 (adjusted plus 6%).

Position	No. Employees	Lowest Salary	Mean Wage	Highest Salary	Salary Adjustment Lag (% Difference)
PUBLIC DEFENDER	16	\$53,875	\$100,682	\$132,820	21%
OFFICE OF AG	34	\$53,875	\$108,470	\$145,559	15%
GUAM JUDICIARY	15	\$53,875	\$69,881*	\$133,994	46%
		Weighted Mean Wage	\$97,647	Weighted Mean Lag	24%

*NOTE 2: The unusually high lag for Judiciary APP positions despite a 22% increase is due to the fact that 43% of the positions surveyed are incumbents at the Senior Law Clerk or Attorney I level (10 out of 23). The National Mean Wage is illustrated under Table B.

External Wage Data:

Table B: Lawyer/Attorney National Compensation Surveys. Average Per Annum Salaries.

Date	Name	National Mean Wage
August 2023	Salary.com	\$171,349
September 2023	Glassdoor	\$136,164
2021	U.S. News (Median)	\$127,990
2023	Payscale.com	\$93,777
September 2023	ZipRecruiter.com	\$144,231
September 2023	Indeed.com	\$100,190
May 2022	USDOL – BLS (Local gov't)	\$124,010
	National Mean Wage	\$128,244

2014 Attorney Pay Plan (APP):

Table C: Attorney Level 4, Step 5 - Benchmark Comparison

Date	Description	Base per Annum + 6%	Adjusted Per Annum Salary	Base Adjustment Lag
January 2014	ATTY Level 4, Step 5	\$89,057 (x1.06) =	\$94,400	26%

Note 3: The 6% pay adjustment is only on the base pay and does not include any pay differentials.

Analysis:

To determine the recommended market movement percentage, it is important to consider the value placed upon the three offices illustrated under Table A above. In particular, the OAG Prosecution Division have been granted a 15% pay differential by management which is not calculated in the 15% salary adjustment lag at the OAG. However, the 15% lag does take account of the 6% that was granted to the OAG attorneys, the PDSC attorneys, and the Judiciary attorneys. Therefore, as of October 1, 2023, the 15% lag from the national mean wage will actually be 9% with the additional 6% being granted to attorneys at the Public Defender Services Corporation. Using the OAG and the PDSC as the benchmark employers for attorneys which includes prosecutors and defense attorneys, the actual lag from the national mean wage for lawyers is 27% and 84% for the attorneys of the PDSC and the Judiciary respectively, and upon implementation of the October 1st 6% pay adjustment will change the weighted lag for both offices to 21% and 46% respectively. As indicated in Note 2, the unusually high lag for the Judiciary attorneys is primarily due to the fact that 43% of their attorneys are Senior Law Clerks or Attorney I's (10 out of 23 attorneys surveyed).

A market movement of 24% (to include 12% and 38%) to the APP compared to the National Mean Wage is illustrated below for the Office of Attorney General, the Public Defender Services Corporation, and the Judiciary of Guam. The Table below shows how much incumbent mean salaries will rise in comparison to the National Mean Wage if the attorneys from the offices shown are granted pay adjustments of either 12%, 24%, or 38%.

Table D: 12%-38% Pay Adjustment Comparison with National Mean Wage (NMW)

EXTERNAL SURVEY MEAN DATA	NMW	\$128,244/\$61.66	\$128,244/\$61.66	\$128,244/61.66
PROPOSED MARKET MOVEMENT	%	+12%	+24%	+38%
Benchmark Data – Attorney IV	STEP 5	\$99,744/\$47.95	\$110,431/\$53.09	\$122,899/\$59.08
Office of the Attorney General Attorney Incumbent Mean Data	34 staff	\$114,610/\$55.10	\$126,889/\$61.00	\$141,215/\$67.89
Public Defender Services Corporation Attorney Incumbent Mean Data	16 staff	\$106,381/\$51.14	\$117,779/\$56.62	\$131,076/\$63.02
Judiciary of Guam Attorney Incumbent Mean Data	15 staff	\$73,836/\$35.50	\$81,747/\$39.30	90,977/\$43.74

Recommendations:

The recommended market movement percentage for the Attorney Pay Plan is 24% notwithstanding any statutory differentials for attorneys currently in effect. Upon implementation, no employee should receive more than a 24% pay adjustment including any statutory pay differentials authorized by current law. A cap of 24% on total adjusted salary is therefore proposed. A 24% market movement pay adjustment percentage to the 2014 APP will maintain the compensation competitiveness of the OAG and PDSC by bringing their attorney staff on par or close to the national mean wage for lawyers.

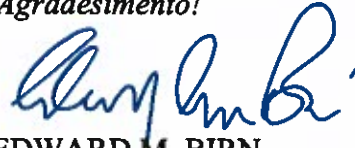
A 24% market movement adjustment also takes into account current tools available to the OAG for hiring attorneys above step 1 based on recruitment difficulty or exceptional qualifications, both of which are supported by the nationwide attorney shortage and high need for specialized attorneys; especially those that align themselves with disciplines necessary to aide in the mission of the OAG.

Statutory differentials that were mentioned earlier that should be rescinded at implementation of this recommendation. These should have been considered a temporary measure and should be replaced by the recommendations in this request. This would avoid a compounding effect that would exist should this recommendation be approved in Fiscal Year 2024. It is further recommended that continuing assessments be conducted to determine whether additional differentials need to be proposed to aide recruitment and retention of attorneys at all the relevant organizations. The assessment for any additional recommended pay differentials should be conducted within 24 months of the rescission or expiration of those statutory differentials.

Should this recommendation be approved; it would be up to the Judicial Council and the PDSC Board to adopt the recommendation for their respective organizations. The Judiciary has indicated their general approval. Attached is a copy of the Competitive Wage Study for the APP prepared by the Judiciary of Guam. The study recommendation is a 15% movement of their attorney pay plan which does not include the PDSC pay adjustment of 6% as of October 1, 2023.



Upon approval of the 2024 APP salary schedule with a base pay adjustment of 24% across-the-board (copy attached), the slotting of current employee salaries from the 2014 APP shall be “step-to-step”. Effective date of implementation is recommended to be on January 28, 2024. Once approved, guidance will be coordinated with impacted departments and agencies.

These recommendations are made with the understanding that any costs relative to implementation will be included in any future budget requests of affected departments and agencies and a recommendation that the FY 2025 budget include these. *Dangkolo na Agradesimento!*



EDWARD M. BIRN

Attachments

<input checked="" type="checkbox"/> APPROVED	
	
	LOURDES A. LEON GUERRERO, Governor of Guam
Date:	1/26/2024

**New Business
Agenda Item VII-B
Executive Pay
Plan (EPP)**

PUBLIC DEFENDER SERVICE CORPORATION
(Kotperasion Setbision Defensot Pubbleku)

GOVERNMENT OF GUAM

779 Route 4

Sinajãña, Guam 96910-5174

Tel: (671) 475-3100 ♦ Fax: (671) 477-5844

**BEFORE THE BOARD OF TRUSTEES
OF THE GUAM PUBLIC DEFENDER SERVICE CORPORATION
RELATIVE TO APPROVING PAY ADJUSTMENTS TO THE
GUAM PUBLIC DEFENDER SERVICE CORPORATION
EXECUTIVE PAY PLAN
SUBJECT TO THE AVAILABILITY OF FUNDING**

BOARD OF TRUSTEES

Hon. Robert J. Torres
Chairman

Hon. Alberto C. Lamorena, III
Vice-Chairman

Atty. Jacqueline T. Terlaje
Member

Mrs. Donna R. Muña Quiñata
Member

Dr. KristiAnna S. Whitman
Member

ADMINISTRATION

Stephen P. Hattori
Executive Director

John P. Morrison
Deputy Director

Cathyann C. Gogue
Administrative Director

RESOLUTION NO. PDSC 04-24

WHEREAS, on January 30, 2023, the Governor of Guam approved the Department of Administration's General Pay Plan ("GPP") update, recommending that the GPP for the Government of Guam be adjusted by 22% for pay structure equity for associated salaries closer to and aligned with market data wages and addresses internal disparity that exist with GovGuam autonomous agencies; and

WHEREAS, on January 16, 2024, the DOA recommended to the Governor of Guam approval of a 24% increase to the 2014 CWA Attorney Pay Plan (APP) to nationwide shortage of attorneys and for Guam to remain competitive for purposes of recruitment and retention of attorneys; and

WHEREAS, on January 31, 2024 Governor Lou Leon Guerrero signed off on the APP update following the study performed by DOA. The approved plan aims to address the critical issue of recruiting and retaining attorneys throughout the Government of Guam, particularly in key government agencies such as the Public Defender Services Corporation (PDSC) and the Office of Attorney General.; and

WHEREAS, on October 24, 2023 the Board of Trustees, through Resolution No. 01-24, approved a 7% increase that provided a total increase to the APP for attorneys at PDSC and the Alternate Public Defender to 22%; which aligned with PDSC and APD employees on the General Pay Plan (GPP); and

WHEREAS, since adjustments have been made to the GPP and the APP, the Board of Trustees has not addressed adjustments to the Executive Pay Plan (EPP) that will allow for a 22% increase to the EPP: and

WHEREAS, the Board of Trustees recognizes the vital role that PDSC's Executive Director plays in leading the organization and acknowledges his/her credentials and significant contribution in achieving the vision and mission of the PDSC; and

WHEREAS, through 4 G.C.A. § 6301 and § 6302 (a), the Public Defender Service Corporation’s Board of Trustees is exercising its authority to adopt, apply and reassign pay grades they deem necessary to retain and recruit highly qualified managers (executives) to lead the organization; and provide compensation based on internal equity and external competitiveness; and

WHEREAS, through 4 G.C.A. § 6301 and § 6302 (a), the Public Defender Service Corporation’s Board of Trustees is exercising its authority to adopt, apply and reassign pay grades they deem necessary to retain and recruit employees; and provide compensation based on internal equity and external competitiveness; and

NOW, THEREFOR, BE IT RESOLVED that the Public Defender Service Corporation’s Board of Trustees hereby adopts an increase of Twenty Two Percent (22%) from the current Executive Pay Plan (EPP) scales, which aligns such scale with DOA’s CWA General Pay Plan, bringing such pay closer to but not lower than the adjusted pay on the revised scale; and

BE IT FURTHER RESOLVED that such adjustments shall go into effect upon approval by the Board of Trustees of the Public Defender Service Corporation.

DULY AND REGULARLY ADOPTED THIS 27th day of February, 2024 at a duly noticed meeting of the Public Defender Service Corporation.

Chief Justice ROBERT J. TORRES, JR.
Chairman

Cathy C. Gogue, Board Secretary

EXECUTIVE PAY PLAN

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
E-X		\$96,175.00	\$99,819.00	\$103,602.00	\$107,527.00	\$111,601.00	\$115,830.00	\$120,219.00	\$124,033.00	\$127,969.00	\$132,029.00	\$136,218.00	\$140,540.00	\$144,999.00
		\$46.24	\$47.99	\$49.81	\$51.70	\$53.65	\$55.69	\$57.80	\$59.63	\$61.52	\$63.48	\$65.49	\$67.57	\$69.71
	6%	\$101,945.50	\$105,808.14	\$109,818.12	\$113,978.62	\$118,297.06	\$122,779.80	\$127,432.14	\$131,474.98	\$135,647.14	\$139,950.74	\$144,391.08	\$148,972.40	\$153,698.94
	10/1/2022	\$49.01	\$50.87	\$52.80	\$54.80	\$56.87	\$59.03	\$61.27	\$63.21	\$65.21	\$67.28	\$69.42	\$71.62	\$73.89
	6%+16%	\$118,256.78	\$122,737.44	\$127,389.02	\$132,215.20	\$137,224.59	\$142,424.57	\$147,821.28	\$152,510.98	\$157,350.68	\$162,342.86	\$167,493.65	\$172,807.98	\$178,290.77
4/1/2023	\$56.85	\$59.01	\$61.24	\$63.56	\$65.97	\$68.47	\$71.07	\$73.32	\$75.65	\$78.05	\$80.53	\$83.08	\$85.72	
E-W		\$91,595.00	\$95,066.00	\$98,668.00	\$102,407.00	\$106,287.00	\$110,314.00	\$114,494.00	\$118,127.00	\$121,875.00	\$125,742.00	\$129,731.00	\$133,847.00	\$138,094.00
		\$44.04	\$45.70	\$47.44	\$49.23	\$51.10	\$53.04	\$55.05	\$56.79	\$58.59	\$60.45	\$62.37	\$64.35	\$66.39
	6%	\$97,090.70	\$100,769.96	\$104,588.08	\$108,551.42	\$112,664.22	\$116,932.84	\$121,363.64	\$125,214.62	\$129,187.50	\$133,286.52	\$137,514.86	\$141,877.82	\$146,379.64
	10/1/2022	\$46.68	\$48.45	\$50.28	\$52.19	\$54.17	\$56.22	\$58.35	\$60.20	\$62.11	\$64.08	\$66.11	\$68.21	\$70.37
	6%+16%	\$112,625.21	\$116,893.15	\$121,322.17	\$125,919.65	\$130,690.50	\$135,642.09	\$140,781.82	\$145,248.96	\$149,857.50	\$154,612.36	\$159,517.24	\$164,578.27	\$169,800.38
4/1/2023	\$54.15	\$56.20	\$58.33	\$60.54	\$62.83	\$65.21	\$67.68	\$69.83	\$72.05	\$74.33	\$76.69	\$79.12	\$81.63	
E-V		\$86,820.00	\$90,110.00	\$93,524.00	\$97,068.00	\$100,746.00	\$104,563.00	\$108,525.00	\$111,968.00	\$115,521.00	\$119,186.00	\$122,968.00	\$126,869.00	\$130,895.00
		\$41.74	\$43.32	\$44.96	\$46.67	\$48.44	\$50.27	\$52.18	\$53.83	\$55.54	\$57.30	\$59.12	\$60.99	\$62.93
	6%	\$92,029.20	\$95,516.60	\$99,135.44	\$102,892.08	\$106,790.76	\$110,836.78	\$115,036.50	\$118,686.08	\$122,452.26	\$126,337.16	\$130,346.08	\$134,481.14	\$138,748.70
	10/1/2022	\$44.24	\$45.92	\$47.66	\$49.47	\$51.34	\$53.29	\$55.31	\$57.06	\$58.87	\$60.74	\$62.67	\$64.65	\$66.71
	6%+16%	\$106,753.87	\$110,799.26	\$114,997.11	\$119,354.81	\$123,877.28	\$128,570.66	\$133,442.34	\$137,675.85	\$142,044.62	\$146,551.11	\$151,201.45	\$155,998.12	\$160,948.49
4/1/2023	\$51.32	\$53.27	\$55.29	\$57.38	\$59.56	\$61.81	\$64.15	\$66.19	\$68.29	\$70.46	\$72.69	\$75.00	\$77.38	
E-U		\$81,522.00	\$84,611.00	\$87,816.00	\$91,144.00	\$94,597.00	\$98,182.00	\$101,902.00	\$105,135.00	\$108,471.00	\$111,913.00	\$115,463.00	\$119,127.00	\$122,907.00
		\$39.19	\$40.68	\$42.22	\$43.82	\$45.48	\$47.20	\$48.99	\$50.55	\$52.15	\$53.80	\$55.51	\$57.27	\$59.09
	6%	\$86,413.32	\$89,687.66	\$93,084.96	\$96,612.64	\$100,272.82	\$104,072.92	\$108,016.12	\$111,443.10	\$114,979.26	\$118,627.78	\$122,390.78	\$126,274.62	\$130,281.42
	10/1/2022	\$41.54	\$43.12	\$44.75	\$46.45	\$48.21	\$50.04	\$51.93	\$53.58	\$55.28	\$57.03	\$58.84	\$60.71	\$62.64
	6%+16%	\$100,239.45	\$104,037.69	\$107,978.55	\$112,070.66	\$116,316.47	\$120,724.59	\$125,298.70	\$129,274.00	\$133,375.94	\$137,608.22	\$141,973.30	\$146,478.56	\$151,126.45
4/1/2023	\$48.19	\$50.02	\$51.91	\$53.88	\$55.92	\$58.04	\$60.24	\$62.15	\$64.12	\$66.16	\$68.26	\$70.42	\$72.66	
E-T		\$76,188.00	\$79,075.00	\$82,071.00	\$85,181.00	\$88,408.00	\$91,758.00	\$95,235.00	\$98,257.00	\$101,374.00	\$104,591.00	\$107,909.00	\$111,333.00	\$114,865.00
		\$36.63	\$38.02	\$39.46	\$40.95	\$42.50	\$44.11	\$45.79	\$47.24	\$48.74	\$50.28	\$51.88	\$53.53	\$55.22
	6%	\$80,759.28	\$83,819.50	\$86,995.26	\$90,291.86	\$93,712.48	\$97,263.48	\$100,949.10	\$104,152.42	\$107,456.44	\$110,866.46	\$114,383.54	\$118,012.98	\$121,756.90
	10/1/2022	\$38.83	\$40.30	\$41.82	\$43.41	\$45.05	\$46.76	\$48.53	\$50.07	\$51.66	\$53.30	\$54.99	\$56.74	\$58.54
	6%+16%	\$93,680.76	\$97,230.62	\$100,914.50	\$104,738.56	\$108,706.48	\$112,825.64	\$117,100.96	\$120,816.81	\$124,649.47	\$128,605.09	\$132,684.91	\$136,895.06	\$141,238.00
4/1/2023	\$45.04	\$46.75	\$48.52	\$50.36	\$52.26	\$54.24	\$56.30	\$58.09	\$59.93	\$61.83	\$63.79	\$65.81	\$67.90	
E-S		\$70,873.00	\$73,558.00	\$76,345.00	\$79,238.00	\$82,241.00	\$85,357.00	\$88,591.00	\$91,402.00	\$94,302.00	\$97,294.00	\$100,381.00	\$103,566.00	\$106,852.00
		\$34.07	\$35.36	\$36.70	\$38.10	\$39.54	\$41.04	\$42.59	\$43.94	\$45.34	\$46.78	\$48.26	\$49.79	\$51.37
	6%	\$75,125.38	\$77,971.48	\$80,925.70	\$83,992.28	\$87,175.46	\$90,478.42	\$93,906.46	\$96,886.12	\$99,960.12	\$103,131.64	\$106,403.86	\$109,779.96	\$113,263.12
	10/1/2022	\$36.12	\$37.49	\$38.91	\$40.38	\$41.91	\$43.50	\$45.15	\$46.58	\$48.06	\$49.58	\$51.16	\$52.78	\$54.45
	6%+16%	\$87,145.44	\$90,446.92	\$93,873.81	\$97,431.04	\$101,123.53	\$104,954.97	\$108,931.49	\$112,387.90	\$115,953.74	\$119,632.70	\$123,428.48	\$127,344.75	\$131,385.22
4/1/2023	\$41.90	\$43.48	\$45.13	\$46.84	\$48.62	\$50.46	\$52.37	\$54.03	\$55.75	\$57.52	\$59.34	\$61.22	\$63.17	
E-R		\$65,652.00	\$68,110.00	\$70,690.00	\$73,369.00	\$76,149.00	\$79,034.00	\$82,029.00	\$84,632.00	\$87,317.00	\$90,087.00	\$92,946.00	\$95,895.00	\$98,937.00
		\$31.56	\$32.75	\$33.99	\$35.27	\$36.61	\$38.00	\$39.44	\$40.69	\$41.98	\$43.31	\$44.69	\$46.10	\$47.57
	6%	\$69,591.12	\$72,196.60	\$74,931.40	\$77,771.14	\$80,717.94	\$83,776.04	\$86,950.74	\$89,709.92	\$92,556.02	\$95,492.22	\$98,522.76	\$101,648.70	\$104,873.22
	10/1/2022	\$33.46	\$34.71	\$36.02	\$37.39	\$38.81	\$40.28	\$41.80	\$43.13	\$44.50	\$45.91	\$47.37	\$48.87	\$50.42
	6%+16%	\$80,725.70	\$83,748.06	\$86,920.42	\$90,214.52	\$93,632.81	\$97,180.21	\$100,862.86	\$104,063.51	\$107,364.98	\$110,770.98	\$114,286.40	\$117,912.49	\$121,652.94
4/1/2023	\$38.81	\$40.26	\$41.79	\$43.37	\$45.02	\$46.72	\$48.49	\$50.03	\$51.62	\$53.26	\$54.95	\$56.69	\$58.49	
E-Q		\$60,482.00	\$62,773.00	\$65,152.00	\$67,620.00	\$70,183.00	\$72,842.00	\$75,602.00	\$78,001.00	\$80,476.00	\$83,029.00	\$85,663.00	\$88,381.00	\$91,185.00
		\$29.08	\$30.18	\$31.32	\$32.51	\$33.74	\$35.02	\$36.35	\$37.50	\$38.69	\$39.92	\$41.18	\$42.49	\$43.84
	6%	\$64,110.92	\$66,539.38	\$69,061.12	\$71,677.20	\$74,393.98	\$77,212.52	\$80,138.12	\$82,681.06	\$85,304.56	\$88,010.74	\$90,802.78	\$93,683.86	\$96,656.10
	10/1/2022	\$30.82	\$31.99	\$33.20	\$34.46	\$35.77	\$37.12	\$38.53	\$39.75	\$41.01	\$42.31	\$43.66	\$45.04	\$46.47
	6%+16%	\$74,368.67	\$77,185.68	\$80,110.90	\$83,145.55	\$86,297.02	\$89,566.52	\$92,960.22	\$95,910.03	\$98,953.29	\$102,092.46	\$105,331.22	\$108,673.28	\$112,121.08
4/1/2023	\$35.75	\$37.11	\$38.51	\$39.97	\$41.49	\$43.06	\$44.69	\$46.11	\$47.57	\$49.08	\$50.64	\$52.25	\$53.90	

EXECUTIVE PAY PLAN (EFFECTIVE APRIL 2023)

Grade		STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
E-P		\$55,488.00	\$57,590.00	\$59,773.00	\$62,037.00	\$64,388.00	\$66,828.00	\$69,360.00	\$71,561.00	\$73,831.00	\$76,174.00	\$78,591.00	\$81,084.00	\$83,657.00
		\$26.68	\$27.69	\$28.74	\$29.83	\$30.96	\$32.13	\$33.35	\$34.40	\$35.50	\$36.62	\$37.78	\$38.98	\$40.22
	6%	\$58,817.28	\$61,045.40	\$63,359.38	\$65,759.22	\$68,251.28	\$70,837.68	\$73,521.60	\$75,854.66	\$78,260.86	\$80,744.44	\$83,306.46	\$85,949.04	\$88,676.42
	10/1/2022	\$28.28	\$29.35	\$30.46	\$31.62	\$32.81	\$34.06	\$35.35	\$36.47	\$37.63	\$38.82	\$40.05	\$41.32	\$42.63
	6%+16%	\$68,228.04	\$70,812.66	\$73,496.88	\$76,280.70	\$79,171.48	\$82,171.71	\$85,285.06	\$87,991.41	\$90,782.60	\$93,663.55	\$96,635.49	\$99,700.89	\$102,864.65
4/1/2023	\$32.80	\$34.04	\$35.34	\$36.67	\$38.06	\$39.51	\$41.00	\$42.30	\$43.65	\$45.03	\$46.46	\$47.93	\$49.45	
E-O		\$49,897.00	\$51,787.00	\$53,750.00	\$55,786.00	\$57,900.00	\$60,094.00	\$62,371.00	\$64,350.00	\$66,392.00	\$68,498.00	\$70,671.00	\$72,914.00	\$75,227.00
		\$23.99	\$24.90	\$25.84	\$26.82	\$27.84	\$28.89	\$29.99	\$30.94	\$31.92	\$32.93	\$33.98	\$35.05	\$36.17
	6%	\$52,890.82	\$54,894.22	\$56,975.00	\$59,133.16	\$61,374.00	\$63,699.64	\$66,113.26	\$68,211.00	\$70,375.52	\$72,607.88	\$74,911.26	\$77,288.84	\$79,740.62
	10/1/2022	\$25.43	\$26.39	\$27.39	\$28.43	\$29.51	\$30.62	\$31.79	\$32.79	\$33.83	\$34.91	\$36.02	\$37.16	\$38.34
	6%+16%	\$61,353.35	\$63,677.30	\$66,091.00	\$68,594.47	\$71,193.84	\$73,891.58	\$76,691.38	\$79,124.76	\$81,635.60	\$84,225.14	\$86,897.06	\$89,655.05	\$92,499.12
4/1/2023	\$29.50	\$30.61	\$31.77	\$32.98	\$34.23	\$35.52	\$36.87	\$38.04	\$39.25	\$40.49	\$41.78	\$43.10	\$44.47	
E-N		\$45,014.00	\$46,720.00	\$48,490.00	\$50,328.00	\$52,235.00	\$54,214.00	\$56,268.00	\$58,053.00	\$59,895.00	\$61,796.00	\$63,756.00	\$65,779.00	\$67,866.00
		\$21.64	\$22.46	\$23.31	\$24.20	\$25.11	\$26.06	\$27.05	\$27.91	\$28.80	\$29.71	\$30.65	\$31.62	\$32.63
	6%	\$47,714.84	\$49,523.20	\$51,399.40	\$53,347.68	\$55,369.10	\$57,466.84	\$59,644.08	\$61,536.18	\$63,488.70	\$65,503.76	\$67,581.36	\$69,725.74	\$71,937.96
	10/1/2022	\$22.94	\$23.81	\$24.71	\$25.65	\$26.62	\$27.63	\$28.68	\$29.58	\$30.52	\$31.49	\$32.49	\$33.52	\$34.59
	6%+16%	\$55,349.21	\$57,446.91	\$59,623.30	\$61,883.31	\$64,228.16	\$66,661.53	\$69,187.13	\$71,381.97	\$73,646.89	\$75,984.36	\$78,394.38	\$80,881.86	\$83,448.03
4/1/2023	\$26.61	\$27.62	\$28.67	\$29.75	\$30.88	\$32.05	\$33.26	\$34.32	\$35.41	\$36.53	\$37.69	\$38.89	\$40.12	
E-M		\$40,762.00	\$42,307.00	\$43,910.00	\$45,574.00	\$47,301.00	\$49,093.00	\$50,953.00	\$52,570.00	\$54,238.00	\$55,958.00	\$57,734.00	\$59,566.00	\$61,456.00
		\$19.60	\$20.34	\$21.11	\$21.91	\$22.74	\$23.60	\$24.50	\$25.27	\$26.08	\$26.90	\$27.76	\$28.64	\$29.55
	6%	\$43,207.72	\$44,845.42	\$46,544.60	\$48,308.44	\$50,139.06	\$52,038.58	\$54,010.18	\$55,724.20	\$57,492.28	\$59,315.48	\$61,198.04	\$63,139.96	\$65,143.36
	10/1/2022	\$20.77	\$21.56	\$22.38	\$23.23	\$24.11	\$25.02	\$25.97	\$26.79	\$27.64	\$28.52	\$29.42	\$30.36	\$31.32
	6%+16%	\$50,120.96	\$52,020.69	\$53,991.74	\$56,037.79	\$58,161.31	\$60,364.75	\$62,651.81	\$64,640.07	\$66,691.04	\$68,805.96	\$70,989.73	\$73,242.35	\$75,566.30
4/1/2023	\$24.10	\$25.01	\$25.96	\$26.94	\$27.96	\$29.02	\$30.12	\$31.08	\$32.06	\$33.08	\$34.13	\$35.21	\$36.33	