



**PUBLIC DEFENDER SERVICE CORPORATION**  
*(Kotperasion Setbision Defensot Pupbleku)*

GOVERNMENT OF GUAM

779 Route 4

Sinjajña, 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 UPDATING THE  
GUAM PUBLIC DEFENDER SERVICE CORPORATION'S  
EXECUTIVE PAY PLAN  
RESOLUTION NO. PDSC 04-24**

**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

**WHEREAS,** pursuant to 4 GCA § 6302 (b), the Public Defender Service Corporation is authorized to reassign pay grades as they deem necessary; 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 February 27, 2024 the Board of Trustees, through Resolution No. 01-24, approved updating the APP for attorneys at PDSC and the APD to yield a 24 percent pay adjustment that addresses the previously observed disparity between attorneys at the Public Defender and Alternate Public Defender to those in other government of Guam departments and/or agencies; 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 should yield a 22 percent increase to the EPP; and

**NOW, THEREFOR, BE IT RESOLVED** that the pay scale attached hereto as **“Attachment A”** is adopted as the pay scale on which the Executive Director of the Public Defender Service Corporation shall be compensated; and

**DULY AND REGULARLY ADOPTED THIS 2nd day of April, 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 (April 2024)

# ATTACHMENT A

	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	\$124,833.00	\$127,969.00	\$132,029.00	\$136,218.00	\$140,540.00	\$144,995.00
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$117,333.50	\$121,779.18	\$126,394.44	\$131,182.94	\$136,153.22	\$141,312.60	\$146,667.18	\$151,320.26	\$156,122.18	\$161,075.98	\$166,185.96	\$171,458.80	\$176,898.78	
4/02/2024	\$56.41	\$58.55	\$60.77	\$63.07	\$65.46	\$67.94	\$70.51	\$72.75	\$75.06	\$77.44	\$79.90	\$82.43	\$85.05	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$111,745.90	\$115,980.52	\$120,374.96	\$124,936.54	\$129,670.14	\$134,583.08	\$139,687.68	\$144,114.94	\$148,687.50	\$153,405.24	\$158,271.82	\$163,293.34	\$168,474.68	
4/02/2024	\$53.72	\$55.76	\$57.87	\$60.04	\$62.34	\$64.70	\$67.16	\$69.29	\$71.48	\$73.75	\$76.09	\$78.51	\$81.00	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$105,920.40	\$109,934.20	\$114,099.28	\$118,422.96	\$122,910.12	\$127,566.86	\$132,400.50	\$136,600.96	\$140,935.62	\$145,406.92	\$150,020.96	\$154,780.18	\$159,691.90	
4/02/2024	\$50.92	\$52.85	\$54.86	\$56.93	\$59.09	\$61.33	\$63.65	\$65.67	\$67.76	\$69.91	\$72.13	\$74.41	\$76.77	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$99,456.84	\$103,225.42	\$107,135.52	\$111,195.68	\$115,408.34	\$119,782.04	\$124,320.44	\$128,264.70	\$132,334.62	\$136,533.86	\$140,864.86	\$145,334.94	\$149,946.54	
4/02/2024	\$47.82	\$49.63	\$51.51	\$53.46	\$55.48	\$57.59	\$59.77	\$61.67	\$63.62	\$65.64	\$67.72	\$69.87	\$72.09	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$92,949.36	\$96,471.50	\$100,126.62	\$103,920.82	\$107,857.76	\$111,944.76	\$116,186.70	\$119,873.54	\$123,676.28	\$127,601.02	\$131,648.98	\$135,826.26	\$140,135.30	
4/02/2024	\$44.69	\$46.38	\$48.14	\$49.96	\$51.85	\$53.82	\$55.86	\$57.63	\$59.46	\$61.35	\$63.29	\$65.30	\$67.37	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$86,465.06	\$89,740.76	\$93,140.90	\$96,670.36	\$100,334.02	\$104,135.54	\$108,081.02	\$111,510.44	\$115,048.44	\$118,698.68	\$122,464.82	\$126,350.52	\$130,359.44	
4/02/2024	\$41.57	\$43.14	\$44.78	\$46.48	\$48.24	\$50.07	\$51.96	\$53.61	\$55.31	\$57.07	\$58.88	\$60.75	\$62.67	
E-R		\$65,623.00	\$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
	6%	\$31.55	\$32.75	\$33.99	\$35.27	\$36.61	\$38.00	\$39.44	\$40.69	\$41.98	\$43.31	\$44.69	\$46.10	\$47.57
	10/01/2022	\$69,560.38	\$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
	22%	\$33.44	\$34.71	\$36.02	\$37.39	\$38.81	\$40.28	\$41.80	\$43.13	\$44.50	\$45.91	\$47.37	\$48.87	\$50.42
	\$80,060.06	\$83,094.20	\$86,241.80	\$89,510.18	\$92,901.78	\$96,421.48	\$100,075.38	\$103,251.04	\$106,326.74	\$109,906.14	\$113,394.12	\$116,991.90	\$120,703.14	
4/02/2024	\$38.49	\$39.95	\$41.46	\$43.03	\$44.66	\$46.36	\$48.11	\$49.64	\$51.21	\$52.84	\$54.52	\$56.25	\$58.03	
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
	6%	\$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
	10/01/2022	\$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
	22%	\$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
	\$73,288.04	\$76,583.06	\$79,485.44	\$82,496.40	\$85,623.26	\$88,867.24	\$92,234.44	\$95,161.22	\$98,180.72	\$101,295.98	\$104,508.86	\$107,824.82	\$111,245.70	
4/02/2024	\$35.48	\$36.82	\$38.21	\$39.66	\$41.17	\$42.72	\$44.34	\$45.75	\$47.20	\$48.70	\$50.24	\$51.84	\$53.48	

**EXECUTIVE PAY PLAN**

	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
<b>E-P</b>	\$55,488.00	\$57,590.00	\$59,773.00	\$62,037.00	\$64,388.00	\$66,828.00	\$69,360.00	\$71,961.00	\$74,631.00	\$77,374.00	\$80,184.00	\$83,057.00	
	\$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
	\$58,817.28	\$61,045.40	\$63,359.38	\$65,759.22	\$68,251.28	\$70,837.68	\$73,521.60	\$76,304.66	\$79,187.82	\$82,171.28	\$85,256.04	\$88,442.02	\$91,729.04
	\$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
	\$67,695.36	\$70,259.80	\$72,923.06	\$75,685.14	\$78,546.36	\$81,507.16	\$84,568.20	\$87,729.02	\$90,990.22	\$94,351.42	\$97,813.02	\$101,375.62	\$105,048.62
22%	\$32.55	\$33.78	\$35.06	\$36.39	\$37.77	\$39.20	\$40.68	\$41.97	\$43.30	\$44.68	\$46.10	\$47.56	\$49.07
4/02/2024	\$49,897.00	\$51,787.00	\$53,750.00	\$55,786.00	\$57,900.00	\$60,094.00	\$62,371.00	\$64,730.00	\$67,171.00	\$69,694.00	\$72,300.00	\$74,989.00	\$77,762.00
<b>E-O</b>	\$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
	\$52,890.82	\$54,894.22	\$56,975.00	\$59,133.16	\$61,374.00	\$63,699.64	\$66,113.26	\$68,611.00	\$71,197.52	\$73,877.88	\$76,657.04	\$79,539.84	\$82,529.28
	\$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
	\$60,874.34	\$63,180.14	\$65,575.00	\$68,058.92	\$70,638.00	\$73,314.68	\$76,092.62	\$78,967.00	\$81,932.82	\$84,995.04	\$88,150.76	\$91,405.08	\$94,764.92
	22%	\$29.27	\$30.38	\$31.53	\$32.72	\$33.96	\$35.25	\$36.58	\$37.74	\$38.94	\$40.18	\$41.45	\$42.77
4/02/2024	\$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
<b>E-N</b>	\$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
	\$47,714.84	\$49,523.20	\$51,399.40	\$53,347.68	\$55,369.10	\$57,466.84	\$59,641.08	\$61,893.18	\$64,223.70	\$66,639.26	\$69,141.36	\$71,730.56	\$74,407.36
	\$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
	\$54,917.08	\$56,998.40	\$59,157.80	\$61,400.16	\$63,726.70	\$66,141.08	\$68,646.96	\$71,248.68	\$73,951.90	\$76,760.32	\$79,678.32	\$82,709.52	\$85,858.32
	22%	\$26.40	\$27.40	\$28.44	\$29.52	\$30.64	\$31.80	\$33.00	\$34.05	\$35.13	\$36.25	\$37.40	\$38.58
4/02/2024	\$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
<b>E-M</b>	\$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
	\$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
	\$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
	\$49,729.54	\$51,614.54	\$53,570.20	\$55,600.28	\$57,707.22	\$59,893.96	\$62,167.86	\$64,531.40	\$66,995.40	\$69,558.76	\$72,227.52	\$74,916.32	\$77,629.32
	22%	\$23.91	\$24.81	\$25.75	\$26.73	\$27.74	\$28.79	\$29.89	\$30.83	\$31.81	\$32.82	\$33.86	\$34.94
4/02/2024	\$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