



BEFORE THE 2024 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC24-002

RELATIVE TO UPDATING THE ATTORNEY PAY PLAN

WHEREAS, pursuant to 7 GCA § 5102(d), the Judicial Council is authorized to set salaries of employees of the Judicial Branch; and

WHEREAS, to effectively recruit and retain attorneys who are the lifeblood of our legal system, the Judiciary must ensure that its attorneys are compensated fairly and in accordance with their merits, as well as in alignment with market standards; and

WHEREAS, for years, Judiciary attorneys were among the lowest paid attorneys in comparison to their counterparts in the government of Guam; and

WHEREAS, on September 22, 2023, the Judicial Council in Resolution No. 23-028 formally adopted an approximate 15% increase from the Judiciary’s earlier adjusted pay scales to yield a 22% pay adjustment for Judiciary of Guam attorneys, based on labor market data presented by the Judiciary’s Human Resources Division; and

WHEREAS, on January 26, 2024, Governor Lourdes A. Leon Guerrero approved the Department of Administration’s 2024 Attorney Pay Plan update, attached hereto as Exhibit A, which recommended a base pay adjustment of 24% for all government of Guam attorneys; and

WHEREAS, the Judiciary recognizes the vital role that attorneys play within our institution, and it is imperative to acknowledge their dedication, education, experience, certification, and significant contributions; and

WHEREAS, the Judiciary further recognizes that employee compensation at the branch shall be based on “internal equity and external competitiveness” as required under 4 GCA § 6301; and


WHEREAS, updating the Judiciary’s Attorney Pay Plan to yield a 24% pay adjustment for Judiciary attorneys will ensure that the previously observed disparity between attorneys at the Judiciary of Guam and those in the government of Guam do not reoccur; and

NOW THEREFORE, BE IT RESOLVED, that the pay scales attached hereto as Exhibit B are adopted as the pay scale on which employees under the Attorney Pay Plan of the Judiciary shall be compensated.

BE IT FURTHER RESOLVED, that the pay adjustments herein shall be effective on the date of the adoption of this resolution. Increment dates are not affected by this adjustment.


DULY ADOPTED this 15th day of February 2024 at a duly noticed meeting of the Judicial Council of Guam.


ATTEST:



Jessica Perez-Jackson, Executive Secretary

Dated: February 19, 2024



ROBERT J. TORRES, Chairman
Dated: 2/19/24 



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

**DEPARTMENT OF
ADMINISTRATION**
DIPATTAMENTON ATMENESTRASION

DIRECTOR'S OFFICE
(Ufisinan Direktot)
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LOURDES A. LEON GUERRERO
Governor (Maga'ähaga)
JOSHUA F. TENORIO
Lt. Governor (Sigundo Maga'ähahi)

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.

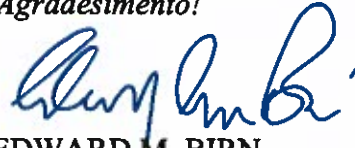
A 24% market movement adjustment also takes into account current tools available to the OAG for hiring attorneys above step 1 based on recruitment difficulty or exceptional qualifications, both of which are supported by the nationwide attorney shortage and high need for specialized attorneys; especially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

2024 ATTORNEY PAY PLAN

Attorney General (Chief)	Note: The salary of the Attorney General is pursuant to 5GCA Section 30116.									
Attorney Level 5 (Managing)	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$106,578	\$110,387	\$114,333	\$118,420	\$125,251	\$132,475	\$140,116	\$148,199	\$156,747	\$165,788
Attorney Level 4	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$93,967	\$97,326	\$100,805	\$104,408	\$110,431	\$116,801	\$123,537	\$130,663	\$138,199	\$146,171
Attorney Level 3	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$82,584	\$85,536	\$88,593	\$91,760	\$97,052	\$102,651	\$108,572	\$114,834	\$121,458	\$128,464
Attorney Level 2	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$71,145	\$73,688	\$76,322	\$79,050	\$83,609	\$88,432	\$93,533	\$98,928	\$104,635	\$110,670
Attorney Level 1	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
	\$63,023	-	-	\$66,340	-	-	-	-	-	-



ATTORNEY PAY PLAN REVIEW

I. BACKGROUND AND AUTHORITY

On July 2014, the Guam Legislature passed Public Law 32-068, Chapter XI, Section 2 titled "Government of Guam Competitive Wage Act of 2014". In January 2014, the Judicial Council approved J.C. Resolution No. JC14-016 (See Exhibit A), implementing the Competitive Wage Act (CWA) and adopting the CWA Pay Scales which included the General Pay Plan (GPP), and Attorney Pay Plan (APP). This adoption was consistent with the executive branch of government and the effective date for salary increases as a result of the adoption was effective January 26, 2014.

On January 18, 2022, the Governor of Guam issued Executive Order No. 2022-01, which raised the base pay of executive branch law enforcement officers by 18%. In order to provide internal equity and external competitiveness, the Human Resources Division reviewed the Law Enforcement Pay Plan, the GPP and the APP. As a result, the Judicial Council approved J.C. Resolution No. JC22-003 (See Exhibit B) and J.C. Resolution No. JC22-006 (See Exhibit C) approving a 7% increase for law enforcement officers and a 6% increase for all non-law enforcement which took effect on October 1, 2022.

On January 30, 2023, the Governor of Guam approved the Department of Administration's (DOA) GPP update, which recommended that the plan be adjusted by 22% to bring the pay structure and associated salaries closer to alignment with market data and address internal disparity with government of Guam autonomous agencies. In recognition of the Judiciary's obligation to compensate its workforce based on internal equity and external competitiveness, the Judicial Council approved J.C. Resolution Nos. JC23-007 (Exhibit D) and JC23-008 (Exhibit E) granting an approximate 15% increase from the current pay scales to yield a 22% increase for all Judiciary employees on the GPP based plans along with an approximate increase of 10% from previous LE pay scales to yield an 18% increase effective April 1, 2023. These increases did not include positions on the APP.

II. PROJECT SCOPE AND OBJECTIVES

Pursuant to Title 4GCA Subsection 6301, "Employee compensation shall be based on internal equity and external competitiveness to the extent practical compensation will be targeted at the U.S. National Average levels compared to the appropriate labor markets and account taken of the relevant economic factors." In compliance with the statute, the Human Resources Division undertook this review to ensure parity within the Judiciary and government of Guam attorneys. The intent of the APP was for all full-time attorneys working for the government of Guam be paid adequately and more or less uniformly. The following is a list of attorney positions paid on the APP.

Table 1: APP Positions

POSITION TITLE	TOTAL POSITIONS	POSITION TITLE	TOTAL POSITIONS
Administrator of the Courts	1	Staff Attorney, Supreme Court	1
Clerk of Court, Supreme Court	1	Staff Attorney, Superior Court	2
Clerk of Court, Superior Court	1	Attorney II, Superior Court	1
Compiler of Laws/Law Library Executive Director	1	Attorney I, Supreme Court	5
Supreme Court of Guam Regulations Counsel	1	Attorney I, Superior Court	5
Public Guardian	1	Senior Law Clerk, Superior Court	1
Executive Director of the GCL&PR	1		

The project objectives:

1. Review & analyze the impact of recent Judiciary salary adjustments on the APP;
2. Conduct a local labor market survey to determine internal equity; and
3. Conduct a salary survey to include national averages and other court jurisdictions to gauge external competitiveness.

III. LABOR MARKET SURVEY

The following survey sources were used to gather labor market data to assess the JOG Attorney's internal equity and labor market competitiveness:

1. Local Labor Market – published Guam labor salary survey data which includes federal and local government employers. The local market is particularly pertinent for key local labor market jobs. This survey includes salary data from the executive branch, legislative branch and the University of Guam.
2. U.S. National Average – data from the Bureau of Labor Statistics 2021 wage data, <https://www.bls.gov/oes/>, and the Occupational Information Network (O*Net) which is a comprehensive public database that serves as the nation's primary source of occupational information, <https://www.onetonline.org/>.
3. Other Court Jurisdictions – data was requested from the National Center for State Courts (COSCAHR) yielding responses from three (3) jurisdictions which include the Minnesota Judicial Branch, Superior Court of California (County of Los Angeles) and New Jersey State Judicial Branch.

IV. INTERNAL EQUITY

In order to effectively recruit and retain employees, the Judiciary must maintain internal pay equity wherein positions with similar job functions are compensated with comparably equal pay. This also involves examining and addressing any potential disparities in compensation that may exist; as well as ensure that the attorneys are compensated fairly based on their education, experience, certification and contributions.

On April 1, 2023, the Judiciary of Guam adjusted the LE Pay Plan to yield an 18% increase and GPP based pay plans to yield a 22% increase. Although, these necessary increases bridged the gap with the rest of the government of Guam; Judiciary Attorneys may now find themselves making less than general administrative and support positions. While critical to government operations, the positions may not possess the years of education and certification required for attorneys.

Furthermore, Public Law 36-107 increased attorney salaries at the Attorney General's (AG's) Office by 6%; and granted an additional 15% to prosecutors which resulted in pay inequity within the government of Guam. To compound the issue, Bill No. 33-37 was introduced proposing to increase criminal defense attorneys at Public Defender (PD) 15%. If enacted into law, the Judiciary may not be able to retain and recruit qualified and highly skilled attorneys.

Table 2 presents a summary of key salary survey results. The Staff Attorney and/or senior lever attorney positions were utilized for this comparison given the autonomous agencies currently do not employ entry level attorneys.

Table 2. Government of Guam Attorney Comparison

GOV GUAM ATTORNEY COMPARISON

Port Authority Atty IV	\$141,101.00
GPA Staff Atty	\$140,000.00
UDG General Counsel	\$138,000.00
Guam Legislature Contractual	\$132,000.00
GWA Atty IV	\$127,774.00
Assistant AG (Level 4, Step 5)	\$108,560.00
Judiciary Staff Atty / PD Atty (Level 4, Step 5)	\$94,400.42

V. EXTERNAL COMPETITIVENESS

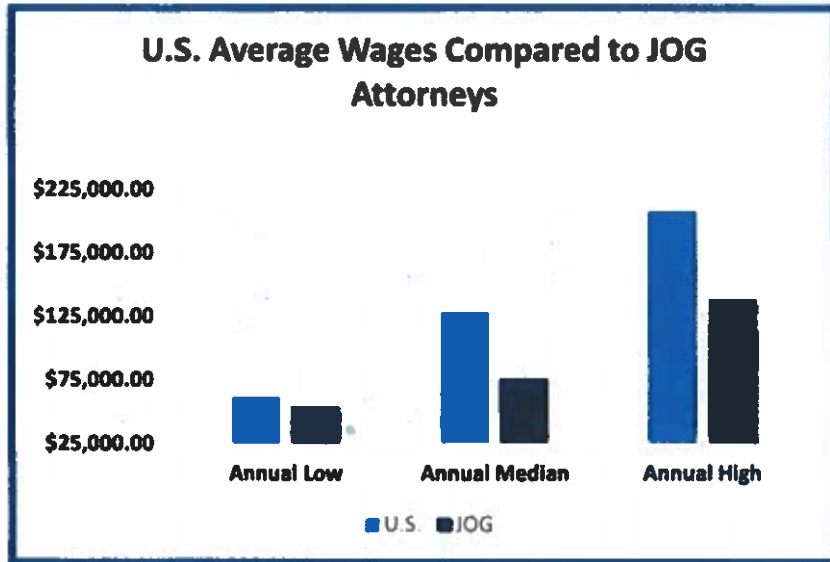
External competitiveness refers to the ability of an organization or sector to attract and retain talent compared to other entities in the job market. It focuses on the relative positioning of an organization’s compensation in relation to what other employers in the same industry are providing. In the context of attorney salaries, external competitiveness would mean that the compensation offered to attorneys on Guam is competitive with the prevailing market rates.

Tables 3 through 5 provide the national average in comparison to the Judiciary of Guam.

Table 3. U.S. Average

Location	Annual Low	Annual Median	Annual High
UNITED STATES	\$61,400	\$127,990	\$208,000+
JUDICIARY OF GUAM	\$53,875	\$75,595	\$138,147

Table 4. U.S. Averages



*Annual Low: 14% less than the national average.
 Annual Median: 69% less than the national average.
 Annual High: 51% less than the national average.*

Table 5. National Annual Average

LOCATION	SALARY
CALIFORNIA	\$162,700
RHODE ISLAND	\$151,300
TEXAS	\$131,150
NEVADA	\$128,370
WASHINGTON	\$127,660
COLORADO	\$126,990
WISCONSIN	\$115,340
ALABAMA	\$110,730
ALASKA	\$103,680
GUAM	\$103,010
ARIZONA	\$102,390
FLORIDA	\$100,420
HAWAII	\$99,880
IOWA	\$98,870
NEW MEXICO	\$90,000
JUDICIARY OF GUAM	\$88,048
IDAHO	\$80,860
ARKANSAS	\$80,750
WYOMING	\$77,010

Table 6 is a comparison between the three (3) court jurisdictions and the Judiciary of Guam.

Table 6. National Center for State Courts (COSCAHR) COMPARISON

Minnesota Judicial Branch

Position	Minimum	Maximum
Attorney	\$77,443.92	\$119,955.60
Senior Attorney	\$90,326.88	\$139,958.64
Appellate Courts - Attorney	\$90,326.88	\$139,958.64

Superior Court of California (County of Los Angeles)

Position	Minimum	Maximum
Law Clerk - Bar Member	\$89,485.08	\$99,735.24
Research Attorney	\$112,272.00	\$139,473.84
Managing Research Attorney	\$153,834.96	\$239,244.84

New Jersey State Judicial Branch

Position	Minimum	Maximum
Attorney 1	\$72,391.16	\$107,178.61
Attorney 2	\$88,562.53	\$122,541.45
Court Executive	\$112,664.05	\$161,770.85

Judiciary of Guam

Position	Minimum	Maximum
Attorney I-3 / Research Attorney	\$53,874.05	\$109,816.00
Attorney Level 4 (Managing Attorneys)	\$80,326.80	\$124,952.80
Attorney Level 5 (Managing Attorneys)	\$91,107.00	\$138,147.34

Table 7. External Comparison (Hawaii, California & Judiciary of Guam)



The chart illustrates that the Judiciary's Staff Attorney is compensated well below Term Law Clerks in Hawaii and California, more specifically 19% and 14% respectively.

VI. RECOMMENDATION

Attorneys play an integral part in the administration of justice. Recognizing their contributions and ensuring competitive compensation is crucial to attracting and retaining legal talent. This pay increase would not only acknowledge their dedication and hard work, but also demonstrates the Judiciary's commitment to fair and equitable compensation. If aligning their salaries with the prevailing market rate is not financially feasible, it becomes important to bridge the gap and work towards a more equitable compensation structure. While it may not be possible to match market rates, the Judiciary should take a step towards minimizing the disparities and promote external competitiveness.

Therefore, based on the analysis and results of the salary surveys, it is recommended that the pay structure for the APP be adjusted by approximately 15% from the current pay scale yielding a 22% increase to bring the pay structure and associated salaries closer to alignment with market data. Further, the adjustment will address the pay disparity that exists between the Judiciary and other government of Guam attorney positions and prevents a potential loss of talent to other government of Guam agencies and/or private sector organizations.

Although the Judiciary attorney salaries continue to lag in comparison to their counterparts, locally and nationally, the 15% increase is reasonable, fair and consistent considering recent adjustments. Chart 8 below is a comparison with the 15% implementation rate.

Table 8. Government of Guam Attorney Comparison upon Implementation

GOVERNMENT OF GUAM ATTORNEY COMPARISON WITH 15% JUDICIARY OF GUAM IMPLEMENTATION	
Port Authority Atty IV	\$141,101.00
GPA Staff Atty	\$140,000.00
UOG General Counsel	\$138,000.00
Guam Legislature Contractual	\$132,000.00
GVA Atty IV	\$127,774.00
Assistant AG (Level 4, Step 5)	\$108,560.00
Judiciary Staff Atty / PD Atty (Level 4, Step 5)	\$107,390.50

In closing, the Attorney Pay Plan is a recruitment and retention tool for the Judiciary and with a limited pool, as an employer, our salaries must stay competitive.



BEFORE THE 2014 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC14-016

RELATIVE TO ADOPTING THE PAY SCALES INCLUDED IN THE COMPETITIVE WAGE ACT OF 2014 AND CLASSIFICATION & COMPENSATION IMPLEMENTATION POLICY AND PROCEDURES

- WHEREAS**, pursuant to Public Law 32-068 Chapter XI, Section 2 titled "Government of Guam Competitive Wage Act of 2014," on January 15, 2014, the Department of Administration, on concurrence from Governor Eddie Baza Calvo, transmitted to the Guam Legislature a plan containing updated pay scales for all categories of government of Guam employees except those in law enforcement; and
- WHEREAS**, employees of the Executive Branch and the Judiciary who work in law enforcement positions received pay increases pursuant to Public Law 29-105 and are not included in the Competitive Wage Act, and
- WHEREAS**, the pay scales contained in the January 15, 2014 transmittal to the Guam Legislature ("CWA Pay Scales") are attached hereto as Exhibit A, and
- WHEREAS**, Public Law 32-166 granted statutory authority to the Judicial Council to adopt a pay plan and pay schedules consistent with the January 15, 2014 transmittal to the Guam Legislature; and
- WHEREAS**, the Judiciary's Human Resources Division, after review of the policies and procedures utilized by the Department of Administration to implement the pay scales contained in the January 15, 2014 transmittal to the Guam Legislature, has developed the 2014 Classification & Compensation Implementation Policy and Procedures ("Implementation Policy and Procedures"), which are attached hereto as Exhibit B, and
- WHEREAS**, in advance of the adoption of the CWA Pay Scales, the Judiciary's Human Resources Division has conducted several orientation sessions for employees of the Judiciary to explain the Implementation Policy and Procedures, and
- WHEREAS**, employees of the executive branch have enjoyed the benefit of increased pay under the CWA Pay Scales effective as of January 26, 2014, and
- WHEREAS**, it is the desire of the Judiciary to achieve parity in pay for its hard working and dedicated employees.

NOW, THEREFORE, BE IT RESOLVED that the CWA Pay Scales attached hereto as Exhibit A are adopted as the pay scales on which employees, except those paid under the law enforcement pay scale, of the Judiciary shall be compensated.

BE IT FURTHER RESOLVED that, consistent with the executive branch of the government of Guam, the effective date for any salary increases resulting from the adoption of the CWA Pay Scales shall be effective on January 26, 2014.

BE IT FURTHER RESOLVED that any retroactive amounts due employees for the period between January 26 to July 12, 2014, shall be paid upon availability of funds.

BE IT FURTHER RESOLVED that the Implementation Policy and Procedures attached hereto as Exhibit B are approved and will be used to govern the implementation of the CWA Pay Scales and to administer both the CWA Pay Scales and the Law Enforcement Pay Scale developed pursuant to Public Law 29-105.

DULY ADOPTED this 17th day of July, 2014 at a duly-noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Dated: July 17, 2014

ATTEST:



JOANNA S. McDONALD, Assistant Secretary

Dated: July 17, 2014



BEFORE THE 2022 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC22-003

**RELATIVE TO APPROVING PAY INCREASES FOR JUDICIARY OF GUAM LAW ENFORCEMENT EMPLOYEES
SUBJECT TO LEGISLATIVE APPROPRIATION**

WHEREAS, on January 18, 2022, the Governor of Guam issued Executive Order No. 2022-01, which raised the base pay of executive branch law enforcement officers by 18% but which did not affect Judiciary Probation Officers or Deputy Marshals; and

WHEREAS, in response to the executive branch law enforcement pay increase, the Judiciary's Human Resources Division ("HR") reviewed the Judiciary's law enforcement officer pay under the compensation policy set forth in 4 GCA § 6301, which requires employee compensation be based on "internal equity and external competitiveness;" and

WHEREAS, at the Judicial Council meeting of March 17, 2022, HR presented three different options to the Judicial Council to increase employee pay as follows:

- Option A: Increase Probation Officer and Deputy Marshal pay by 18%, mirroring EO No. 2022-01,
- Option B: Increase Probation Officer and Deputy Marshal pay by 6% and all non-law enforcement employee pay to the slot closest to, but not less than, a 6% increase,
- Option C: Increase Probation Officer and Deputy Marshal pay by 7% and all non-law enforcement employee pay to the slot closest to, but not less than, a 6% increase, and;

WHEREAS, the Judicial Council decided that Option C, excluding the pay adjustment for non-law enforcement employees, is in the best interests of the Judiciary based on internal equity and external competitiveness; and

WHEREAS, the pay adjustment of non-law enforcement employees will be considered by the Judicial Council at its next regular meeting; and

WHEREAS, under 7 GCA § 5102 and 4 GCA § 6301 the Judicial Council is authorized to adjust the pay scales of Judiciary employees; and


WHEREAS, this pay adjustment must be conditioned upon additional appropriations in the Judiciary's approved Fiscal Year 2023 budget.

NOW, THEREFORE, BE IT RESOLVED that the Judicial Council hereby approves an increase of 7% in Probation Officer and Marshal pay for inclusion in the Judiciary's FY2023 budget submission.

BE IT FURTHER RESOLVED upon approval by the Legislature of additional appropriations for this purpose, this pay adjustment shall go into effect in Fiscal Year 2023.

DULY ADOPTED the 17th day of March 2022 at a duly noticed meeting of the Judicial Council of Guam.


 F. PHILIP CARRULLIDO, Chairman
 Dated: 03/29/2022

ATTEST

 Petrina M. Ula, Executive Secretary
 Dated: 03/29/22



BEFORE THE 2022 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC22-006

**RELATIVE TO APPROVING PAY INCREASES FOR NON-LAW ENFORCEMENT
JUDICIARY OF GUAM EMPLOYEES SUBJECT TO LEGISLATIVE APPROPRIATION**

- WHEREAS,** on January 18, 2022, the Governor of Guam issued Executive Order No. 2022-01, which raised the base pay of executive branch law enforcement officers by 18% but which did not affect Judiciary Probation Officers or Marshals; and
- WHEREAS,** in response to the executive branch law enforcement pay increase, the Judiciary's Human Resources Division ("HR") reviewed the Judiciary's law enforcement officer pay; and
- WHEREAS,** at the Judicial Council meeting of March 17, 2022, HR presented three different options to the Judicial Council to increase employee pay as follows:
- Option A: Increase Probation Officer and Deputy Marshal pay by 18%, mirroring EO No. 2022-01,
 - Option B: Increase Probation Officer and Deputy Marshal pay by 6% and all non-law enforcement employee pay to the slot closest to, but not less than, a 6% increase,
 - Option C: Increase Probation Officer and Deputy Marshal pay by 7% and all non-law enforcement employee pay to the slot closest to, but not less than, a 6% increase, and;
- WHEREAS,** following discussion about the review and proposed options, the Judicial Council adopted Resolution No. JC 22-003, which formally adopted an increase to the law enforcement pay scale of seven percent (7%) to be included in the requested budget for Fiscal Year 2023; and
- WHEREAS,** this Council held the further consideration of adjustments to non-law enforcement employee pay in abeyance to be considered at its next regularly scheduled meeting; and
- WHEREAS,** having considered its legal authority, including the provisions of law set forth at 7 G.C.A. § 5102 and 4 G.C.A. § 6301, its prior actions relative to adjustments of employee pay and policy adoption relative to the implementation and administration of applicable pay policies; and
- WHEREAS,** in recognition of its obligations to its workforce to try to compensate them at rates that account for internal equity and external competitiveness; and
- WHEREAS,** with an understanding that any adjustments to employee pay, including those set forth in Judicial Council Resolution No. JC 22-003, are contingent on an appropriation to the judicial branch of adequate levels of funding to cover the same without sacrificing its current operations.


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NOW, THEREFORE, BE IT RESOLVED that the Judicial Council hereby adopts an amended Option C – increase pay by 6% for all non-law enforcement and non-judicial officer employees – and authorizes such increases in the Judiciary’s budget submission to the Legislature for Fiscal Year 2023.

BE IT FURTHER RESOLVED that this approval of pay increases for Judiciary employees is subject to appropriation by the Guam Legislature.

BE IT FURTHER RESOLVED that upon approval by the Legislature of additional appropriations for these purposes, such adjustments shall go into effect in Fiscal Year 2023.

DULY ADOPTED this 21st day of April 2022 at a duly noticed meeting of the Judicial Council of Guam.



F. PHILIP CARBULLIDO, Chairman
Dated: 4/21/2022

ATTEST:


Petrina M. Ula, Executive Secretary
Dated: 4/21/22



BEFORE THE 2023 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC23-007

**RELATIVE TO APPROVING PAY INCREASES FOR JUDICIARY EMPLOYEES ON
PAY STRUCTURES BASED ON THE GENERAL PAY PLAN SUBJECT TO
THE AVAILABILITY OF FUNDING**

- WHEREAS,** on January 30, 2023, the Governor of Guam approved the Department of Administration's General Pay Plan ("GPP") update, which recommended that the GPP be adjusted by 22% to bring the pay structure and associated salaries closer to alignment with market data and address internal disparity with Government of Guam autonomous agencies; and
- WHEREAS,** on February 1, 2023, the Governor of Guam transmitted legislation to the Guam Legislature, now Bill No. 24-37 (COR), which appropriates Sixteen Million Dollars (\$16,000,000) from the General Fund to the Department of Administration for the implementation of the adjusted GPP in Fiscal Year 2023; and
- WHEREAS,** Bill No. 24-37 (COR), as introduced, did not include an appropriation to fund an increase for Judiciary of Guam employees in Fiscal Year 2023; and
- WHEREAS,** under 7 G.C.A. § 5102, the Judicial Council is authorized to adjust the pay scales of Judiciary employees; and
- WHEREAS,** Judicial Council Resolution No. JC 22-003 and 22-006 formally adopted a 7% increase for judicial branch law enforcement personnel and a 6% increase for all non-law enforcement and non-judicial officer employees, respectively, subject to appropriations by the Guam Legislature; and
- WHEREAS,** 4 G.C.A. § 6301 requires that employee compensation be based on "internal equity and external competitiveness"; and
- WHEREAS,** in recognition of the Judiciary's obligations to its workforce to compensate based on internal equity and external competitiveness, Chief Justice Robert J. Torres appeared before the Guam Legislature on February 27, 2023 and submitted testimony on Bill No. 24-37 (COR) advocating for the inclusion of an appropriation to the Judiciary of Guam for the purpose of paying salary adjustments to judicial branch employees affected by pay structures based on the GPP; and
- WHEREAS,** adjustments to employee pay are contingent on an appropriation to the judicial branch of adequate levels of funding to cover the same without sacrificing its current operations; and

RESOLUTION NO. JC23-007

RELATIVE TO APPROVING PAY INCREASES FOR JUDICIARY EMPLOYEES ON PAY STRUCTURES
BASED ON THE GENERAL PAY PLAN SUBJECT TO THE AVAILABILITY OF FUNDING

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NOW THEREFORE, BE IT RESOLVED that the Judicial Council hereby adopts an approximate 15% increase from current pay scales to yield a 22% increase for all Judiciary of Guam employees affected by pay structures based on the **General Pay Plan**; and

BE IT FURTHER RESOLVED that this approval of pay increases for Judiciary employees is subject to the inclusion of the Judiciary's requested funding amount to the Guam Legislature in Bill No. 24-37 (COR) or any substitute legislation; and

BE IT FURTHER RESOLVED that such adjustments shall go into effect upon approval by the Guam Legislature of an appropriation for this purpose and its enactment into law.

DULY ADOPTED this 16th day of March 2023 at a duly noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman
Dated: 3-20-23

ATTEST



Jessica Perez-Jackson, Executive Secretary

Dated: 3/17/23



BEFORE THE 2023 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC23-008

RELATIVE TO APPROVING PAY INCREASES FOR JUDICIARY LAW ENFORCEMENT EMPLOYEES SUBJECT TO THE ENACTMENT OF BILL NO. 24-37 (COR) OR SUBSTITUTE LEGISLATION AND THE AVAILABILITY OF FUNDING

WHEREAS, on January 18, 2022, the Governor of Guam issued Executive Order No. 2022-01, which raised the base pay of executive branch law enforcement officers by 18% but which did not affect Judiciary Probation Officers or Marshals; and

WHEREAS, in response to the executive branch law enforcement pay increase, the Judicial Council adopted Resolution No. JC 22-003, which formally adopted an increase to the law enforcement pay scale of seven percent (7%); and

WHEREAS, the Judicial Council did not increase the JOG law enforcement compensation by 18% due to JOG internal pay equity and the availability of funds;

WHEREAS, on February 1, 2023, the Governor of Guam transmitted legislation to the Guam Legislature, now Bill No. 24-37 (COR), to raise the base pay of employees affected by the General Pay Plan ("GPP") structure by 22% in Fiscal Year 2023; and

WHEREAS, Bill No. 24-37 (COR). As Introduced, did not include an appropriation to fund a 22% increase for Judiciary of Guam employees affected by pay structures based on the GPP; and

WHEREAS, on February 27, 2023, Chief Justice Robert J. Torres appeared before the Guam Legislature and submitted testimony on Bill No. 24-37 (COR) advocating for the inclusion of an appropriation to the Judiciary of Guam for the purpose of paying salary adjustments to judicial branch employees affected by pay structures based on the GPP; and

WHEREAS, 4 G.C.A. § 6301 requires that employee compensation be based on "internal equity and external competitiveness"; and

NOW THEREFORE, BE IT RESOLVED that in recognition of its obligations to its workforce and having considered the branch's legal authority under 7 G.C.A. § 5102 and its prior actions relative to adjustments of employee pay, the Judicial Council hereby adopts an approximate 10% increase from the earlier adjusted law enforcement pay scales to yield an 18% increase for all Judiciary of Guam law enforcement personnel; and

BE IT FURTHER RESOLVED that this approval of pay increases for Judiciary law enforcement employees are subject to the availability of funds; and

RESOLUTION NO. JC23-008

**RELATIVE TO APPROVING PAY INCREASES FOR JUDICIARY LAW ENFORCEMENT EMPLOYEES
SUBJECT TO THE ENACTMENT OF BILL NO. 24-37 (COR) OR SUBSTITUTE LEGISLATION AND THE
AVAILABILITY OF FUNDING**

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BE IT FURTHER RESOLVED that the adjustments for Judiciary law enforcement employees shall go into effect upon the approval and enactment into law of Bill No. 24-37 (COR) or any substitute legislation for the appropriation of paying salary adjustments to judicial branch employees affected by pay structures based on the GPP.

DULY ADOPTED this 16th day of March 2023 at a duly noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Dated: 3-20-23

ATTEST



Jessica Perez-Jackson, Executive Secretary

Dated: 3/17/23

