



Judiciary of Guam

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F. PHILIP CARBULLIDO
CHIEF JUSTICE

PERRY C. TAITANO
ADMINISTRATOR OF THE COURTS

June 20, 2007

To: Chief Justice F. Philip Carbullido, Chairman, Guam Judicial Council
Members, Guam Judicial Council

From: Administrator of the Courts

Subject: Petition for Above Step Recruitment
Ref: Individual, Marriage & Family Therapist Position

In compliance with 4GCA § 6205, this petition is submitted for approval of an Above Step Recruitment for the Individual, Marriage & Family Therapist (IMFT) position. Recruitment efforts for this position have been plagued with recruitment difficulties in addition to a limited pool of qualified applicants. Therefore, a continuous job announcement has been opened since August 2005 and posted on the Judiciary's website. During this period, a total of three (3) applications have been submitted.

The Client Services and Family Counseling Division (CSFC) at the start of calendar year 2007, had a counseling caseload of 1053 active cases. CSFC is staffed with three (3) Senior Individual, Marriage & Family Therapists and two (2) Individual, Marriage & Family Therapists Interns to carry this caseload. The Acting Administrator, a licensed therapist, continues to provide therapeutic services and manage the administrative operations of the division as well. Prior staffing levels to augment the CSFC operations consisted of seven (7) full time therapists.

It is critical that CSFC have the sufficient personnel resources, in order to expand existing programs and re-institute others. A number of courtrooms have specialized their caseloads, instituting specialty courts that target therapeutic needs. With some of the Judges rotating to new assignments with Juvenile, Adult or Family Violence Court, the demand for treatment has correspondingly increased. In addition, the Department of Mental Health and Substance Abuse has had no therapists on staff for quite some time. For those cases that reach the courtroom, many have been diverted to CSFC for treatment.

Amidst a continuing drought in the local pool of licensed therapists, CSFC maintains its internship program, supervising two interns as a proactive solution to address and fill vacancies. It is critical to recruit for the therapist position as any reduction in clinical staff, to include the FTE's that the Interns hold, will greatly impact the number of client visits and groups that Client Services will be able to offer thus adversely hampering our ability to efficiently deliver services.

Presently, the IMFT position is slotted at Pay Grade O, Step 1, \$16.26 per hour/\$33,811.00 per annum. The median salary for an entry level therapist is approximately, \$20.34 per hour, \$42,300.00. Prior therapists have been recruited above-step in order for the Judiciary to remain competitive and aligned with private and military employers. The current job market climate dictates a salary well beyond Step 1 of Pay Grade O. The above-step recruitment ranging from Pay Grade O - 2, \$17.27 per hour/\$35,924.00 to O - 10, \$24.38 per hour/\$50,717.00 is herein requested. The selected applicant will be offered a salary to commensurate with credentials and professional licenses as certified by Human Resources.

Submitted for review and disposition.



PERRY C. TAITANO

Attachment