



# JUDICIARY OF GUAM

Administrative Office of the Courts

Human Resources Office

Guam Judicial Center · 120 W O'Brien Drive · Hagatna, GU 96910  
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**Hon. Robert J. Torres**  
Chief Justice

**Hon. Alberto C. Lamorena III**  
Presiding Judge

**Danielle T. Rosete, Esq.**  
Administrator of the Courts

**Barbara Jean T. Perez**  
Human Resources Administrator

## OPEN/PROMOTIONAL JOB ANNOUNCEMENT TO ESTABLISH A LIST OF CERTIFIED ELIGIBLES

<b>POSITION TITLE:</b>	<b>ANNOUNCEMENT NO. 88-2024</b>
<b>DEPUTY MARSHAL I</b>	<b>TYPE OF ANNOUNCEMENT:</b> FULL-TIME PERMANENT APPOINTMENT
<b>DEPARTMENT:</b> ADMINISTRATIVE OFFICE OF THE COURTS	<b>APPLICATION WILL BE ACCEPTED FOR THE PERIOD:</b>
<b>DIVISION:</b> MARSHAL SERVICES	<b>OPENS:</b> DECEMBER 2, 2024
<b>PAY GRADE:</b> JL04 (18%)-01 thru JL04 (18%)-20	<b>CLOSES:</b> CONTINUOUS
<b>SALARY:</b> \$37,900.18 thru \$80,194.69	

This is professional entry level marshal work which involves the enforcement and execution of judicial orders and assigned law enforcement duties.

**NATURE OF WORK**

Under the guidance and direction of a senior marshal (Deputy Marshal III or higher), an employee of this class will initially undergo on-the-job training on marshal services to include orientation on standard operating procedures, rules, regulations, and administrative policies pertinent to investigation, surveillance, detection, communications equipment and court security.

Work assignments are reviewed after completion for soundness of action taken, compliance with court instructions, or conformity to court established procedures, administrative policies and applicable laws.

**MINIMUM KNOWLEDGE, ABILITIES AND SKILLS**

- Ability to exercise sound discretion and initiative in the performance of duties.
- Ability to learn, interpret and apply pertinent laws, regulations, policies and procedures or other guidelines.
- Ability to enforce laws, regulations and other directives of the court.
- Ability to learn and use microcomputer with applicable software.
- Ability to understand and follow oral and written instructions.
- Ability to act quickly and calmly in emergencies.
- Ability to work effectively with the public and employees.
- Ability to communicate effectively, orally and in writing.
- Ability to work long hours and withstand physical strains.
- Skill in the use, handling, and maintenance of a firearm.
- Skill in the safe operation of motor vehicle.

**MINIMUM EXPERIENCE AND TRAINING**

Graduation with a Certificate in Basic Law Enforcement (inclusive of 45-66 credit hours) from a recognized college or equivalent law enforcement academy plus one (1) year of experience in the legal or law enforcement field.

**NECESSARY SPECIAL QUALIFICATIONS**

1. Possession of a valid firearms permit.
  2. Possession of valid chauffeur's license.
  3. Successful completion and passing of the P.O.S.T. Physical Fitness Requirement Testing, P.L. 34-136.
- P.O.S.T. Requirements: Chapter 3, Title 27. Guam Administrative Rules & Regulations
1. All applicants must provide proof of satisfactorily passing an exam or course evidencing proficiency in reading and writing in English administered by an institution recognized or sanctioned by the P.O.S.T. Commission.
  2. An official transcript from an accredited college or university (i.e., University of Guam or Guam Community College) that reflects passing grades for the required courses or the passing results of an English Reading or Writing Placement Test administered by an accredited college or university. All associated fees are the responsibility of the applicant taking the required courses.

**EDUCATIONAL REQUIREMENTS PURSUANT TO 4 GCA §4101 (c) (1)**

Applicants must possess a high school diploma or show successful completion of a General Educational Development (GED) Test, or any equivalent of a general education high school program, apprenticeship program or successful completion of a certification program, from a recognized accredited or certified technical institution, in a specialized field required for the job.

**DOCUMENTATION REQUIREMENTS**

To validate credentials, (e.g., Diploma/G.E.D., Certificate, College Transcript and/or licenses), an original or certified copy must accompany each employment application with the applicant's legal signature. Proof of certification must be provided to the HR Office within five (5) workdays from the date of the eligibility notice. Applicants shall be responsible to provide all required documents for each employment application and failure to provide proof may result in disqualification for employment consideration.

**RATING AND SELECTION FACTORS**

Candidates will be considered and selected based on merit except where a bona fide occupational qualification ("BFOQ") exists, without discrimination based on race, color, national origin, age, religion, disability, genetic information, pregnancy, sex (including gender identity, or expression), sexual orientation, ancestry, honorably discharged veteran or military status, or any other protected classification under Federal or Guam EEO laws. Evaluation will be based on the candidate's education, experience and training as evidenced in the submitted application for employment form. A BFOQ is a selective factor, such as sex or age, that is required for a job that would otherwise be considered discrimination if it were not necessary to perform the job in question.

*"The Judiciary of Guam is an equal opportunity provider and employer."*

<b>EVALUATION METHOD</b>	Applicants will be rated on a scale between 70.00 and 100.00 percent on the basis of training, education and experience in relation to the minimum requirements of the position. A qualification test is not required to be certified eligible for the position, but the interview may consist of oral and /or written questions.
<b>PROHIBITION PURSUANT TO P.L. 28-98</b>	No person convicted of sex offense under the provision of Chapter 25 of Title 9 GCA, or an offense as defined in Article 2 of Chapter 28, Title 9 GCA in Guam, or an offense in any jurisdiction which includes, at a minimum, all of the elements of said offenses, or who is listed on the Sex Offender Registry shall work in any agency or instrumentality of the government of Guam.
<b>DRUG SCREENING</b>	Applicants selected for employment with the Judiciary of Guam shall undergo and pass a mandatory drug test before being employed. This also applies to employees selected for Testing Designated Positions (TDP). Failure to submit or pass such drug test shall be grounds for rescinding the offer of appointment.
<b>WORK ELIGIBILITY</b>	When offered a position, you will be required to provide proof of identity and eligibility for employment in the United States as a condition of employment.
<b>EMPLOYMENT MEDICAL EXAMINATION</b>	All applicants accepting employment must undergo a medical examination and be declared by a physician as capable of performing the duties of the position within six (6) months from date of hire.
<b>VETERAN'S PREFERENCE</b>	Applicants claiming veteran's preference are required to provide a copy of their DD-214 (military discharge form). Those claiming compensable disability are required to provide a copy of a letter from the Veteran's Administration.
<b>DISABILITY PREFERENCE</b>	Title 4 Guam Code Annotated §4104 provides for five (5) preferential points for applicants who are residents of Guam and are physically or mentally impaired, but are physically and mentally able to perform efficiently and safely the duties of the job being applied for. Applicants claiming points for disability preference must submit a Certification of Disability from the Department of Integrated Services for Individuals with Disabilities, Division of Vocational Rehabilitation.
<b>POLICE AND COURT CLEARANCE REQUIREMENTS</b>	<p>Non-law enforcement positions: If selected for this position, your selection will be conditional pending submission of a current police and court clearance. Applicant will have ten (10) workdays from the date of the Notification of Selection Letter to submit police and court clearance. The clearances should be issued within thirty (30) days from the submission date of your application. The cost of the clearances is the applicant's responsibility.</p> <p>Law enforcement positions: a current police and court clearance should be issued within thirty (30) days from the submission date of your application. The cost of the clearances is the applicant's responsibility. Failure to submit may disqualify your application from employment consideration.</p>
<b>AMERICANS WITH DISABILITIES ACT (ADA) &amp; EQUAL EMPLOYMENT OPPORTUNITY (EEO)</b>	<p>The Judiciary of Guam complies with the Public Law 24-109 in reference to the provisions and requirements of the Americans with Disabilities Act. Individuals with disabilities requiring special accommodations or assistance should contact Ms. Dawn R.S. Blas, Alternate EEO Representative, at (671) 475-3191 or via email at <a href="mailto:dblas@guamcourts.gov">dblas@guamcourts.gov</a> prior to any scheduled examinations or interviews.</p> <p>In accordance with the Judiciary's EEOP Utilization Report, as approved by the U.S. Department of Justice, Office for Civil Rights, applicants may obtain a copy of the Utilization Report from the EEO Office upon request.</p>
<b>HOW TO FILE AN EEO COMPLAINT</b>	Applicants or candidates who believe they have been discriminated against based on an EEO Protected Classification, may file a complaint with the Judiciary's EEO Office. A complaint form is available on the Judiciary website at <a href="http://www.guamcourts.org">www.guamcourts.org</a> , on the Judiciary's Intranet, or at the Judiciary's EEO Office.
<b>HOW AND WHERE TO APPLY</b>	<p>Interested applicants may call or visit the Human Resources Office, 2<sup>nd</sup> Floor San Ramon Building, 115 San Ramon St. Hagatna, Guam, between 8:00 am – 12:00 pm / 1:00 pm – 5:00 pm, Monday through Friday, excluding holidays. The Application for Employment form may also be obtained on the Judiciary's website at <a href="http://www.guamcourts.org">www.guamcourts.org</a>.</p> <p>Your application must be submitted within the job announcement period indicated via the following methods:</p> <ol style="list-style-type: none"> <li>1. Deliver in-person to the HR Office, 2<sup>nd</sup> Floor San Ramon Building, 115 San Ramon St., Hagatna, Guam</li> <li>2. Email to <a href="mailto:hr@guamcourts.gov">hr@guamcourts.gov</a>; or</li> <li>3. Mail via Postal System to the Human Resources Office, Judiciary of Guam, Guam Judicial Center, 120 West O'Brien Dr. Hagatna, Guam 96910.</li> </ol>
<b>INTERVIEW PROCESS</b>	The HR Office will coordinate interviews for eligible applicants referred through certification. Interviews will be conducted through teleconference, virtual conference or in-person.
<b>FOR MORE INFORMATION</b>	For additional information, please call the Human Resources Office at (671) 475-3399/3329/3422 or email <a href="mailto:hr@guamcourts.gov">hr@guamcourts.gov</a> .

  
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