



JUDICIARY OF GUAM

Administrative Office of the Courts
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HON. KATHERINE A. MARAMAN
CHIEF JUSTICE

HON. ALBERTO C. LAMORENA III
PRESIDING JUDGE

JOHN Q. LIZAMA
ADMINISTRATOR OF THE COURTS

March 19, 2019

To: Chief Justice, Katherine A. Maraman, Chairman, Guam Judicial Council
Members, Guam Judicial Council

From: Administrator of the Courts

Subject: **Petition for Above Recruitment Step – Judicial Educator**
Re: Naomi E. Lujan Charfauros

Pursuant to 4GCA Subsection 6205, I submit this petition of an **Above Step Recruitment for Ms. Naomi E. Lujan Charfauros as Judicial Educator** on the basis of her exceptional qualifications. On March 15, 2019, Ms. Charfauros accepted the position of Judicial Educator. I am herein requesting for an above step recruitment to **Pay Grade GPP - P, Step 4, \$62,037.00** per annum.

The Judicial Educator duties and responsibilities include researching, developing, implementing and managing a system of educational and training opportunities designed to meet the professional needs of court employees. One of the key responsibilities of the Judicial Educator position is to carry out quality continuing educational programs that align with our mission, vision and core values.

I reviewed the exceptional qualifications of Ms. Charfauros to include a Bachelor's degree in Accounting, a Master's degree in Education and a Juris Doctor degree. She has over eight (8) years of creditable work experience as an educator for the Department of Education. Some of the key executive positions held by Ms. Charfauros, include Executive Director for the Guam Civil Service Commission from 2008 to 2011. Prior to that position, she was the Executive Director (Compiler of Laws), CNMI Law Revision Commission from 2001 to 2008. Additionally, she worked as an Adjunct Instructor for the University of Guam and Guam Community College. She has conducted numerous trainings within the legal field to include but not limited to, Fundamentals of Caseflow Management, the Law and Freshmen Legislative Symposium, Personal and Professional Ethics, and specialized training for judicial officers and court employees for the Pacific Judicial Conference.

Ms. Charfauros possesses over nine (9) years of creditable work experience in program management and over seven (7) years of creditable work experience in education and training. The recruitment value of Ms. Charfauros is evident given her thorough knowledge and work experience of our judicial system and will substantively provide a transition that supports the core responsibilities and functions of the courts.

Memorandum dated March 19, 2019

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Re: Naomi E. Lujan Charfauros

The efficiency and effectiveness of our Judiciary rests within our employees. A satisfied and competent workforce is predicated on our ability to effectively educate and train our employees. Ms. Charfauros will certainly contribute to this concept and ensure strategic training goals and objectives are met, her exceptional qualifications justify an above step as the Judicial Educator

Given the above information, I respectfully request for Judicial Council's approval for the above step recruitment. Further, I will ensure that statutory requirements set forth in 4GCA Subsection 6205 and 6301.1 are fulfilled.


JOHN Q. LIZAMA

Attachment