

**BEFORE THE 2008 JUDICIAL COUNCIL OF GUAM
RESOLUTION NO. JC 08-001**

**RELATIVE TO RATIFYING PAY REASSIGNMENTS FOR MANAGEMENT OF THE
JUDICIARY OF GUAM**

- WHEREAS,** Since the 1996 court-wide reclassification, pay grade disparities existed with several top management positions. The Judicial Council by virtue of its authority listed in 4 GCA § 6302, may approve pay grade reassignments.
- WHEREAS,** In the interest of parity, it is now the Judiciary's intention to correct the pay grade inadequacies; and
- WHEREAS,** Top management administrator positions are recognized as policy making or policy formulating positions, and in day-to-day operations, critical and major policy issues and decisions are made at this level. The top managers are empowered to manage their operations efficiently and effectively and ultimately are accountable in achieving the strategic plan of the Judiciary, but the pay grade disparity and inequity exists at top management administrator positions are slotted at the same pay grade as judicial employees in the middle management and first-line supervisory positions, as shown in the attached Memorandum from the Human Resources Administrator to the Administrator of the Courts; and
- WHEREAS,** The Human Resources Administrator has made a recommendation in the attached Memorandum to correct the pay grade inequities to increase the positions of Procurement & Facilities Management Administrator, Court Programs Administrator, Human Resources Administrator, Management Information Systems Administrator and Client Services & Family Counseling Administrator to Hay Study Pay Grade R; and
- WHEREAS,** At a duly noticed meeting of the Judicial Council on December 21, 2007, the Judicial Council voted in favor of the Proposal made in the attached Memorandum.

NOW THEREFORE BE IT RESOLVED, that the Judicial Council hereby ratifies that the positions of Procurement & Facilities Management Administrator, Court Programs Administrator, Human Resources Administrator, Management Information Systems Administrator and Client Services & Family Counseling Administrator to Hay Study Pay Grade R.

DULY ADOPTED this 17th day of January, 2008 at a duly-noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman
Date: 10-6-08

ATTEST:


JOLEEN F. RESPICIO, Secretary
Date: 10/7/08