

**BEFORE THE 2010 JUDICIAL COUNCIL OF GUAM
RESOLUTION NO. JC 10-014**

**RELATIVE TO APPROVAL OF THE AMENDMENT OF THE
JUDICIARY'S "GOODWILL LEAVE" POLICY**

WHEREAS, as of September 12, 1991, Rule 8.30.11 of the Superior Court of Guam Personnel Rules and Regulations set forth a policy entitled "Leave Policy for Goodwill Purposes," that read as follows:

Effective immediately, court employees wishing to participate in "goodwill events," such as sport, academic or any other competition which does not bear upon their responsibility to the Superior Court of Guam, will be required to request annual leave for purposes of participating in such events.

In cases to be determined at the discretion of the Administrative Director, and only where the employee is a player participant, a team manager or coach, the Director may grant administrative leave with pay if the court employee has exhausted his/her accrued annual leave. But in no case shall the Director grant administrative leave in excess of eighty (80) hours in any given fiscal year.

In the event that the employee has exhausted his/her annual leave and the allotted 80 hours administrative leave, the employee may request leave without pay for the remainder of the term of the event. The granting of leave without pay remains at the discretion of the Administrative Director of the Court.

and

WHEREAS, it has been determined that this policy has not been subject to abuse, as shown in the attached Summary of Goodwill Leave from 2006-Present, assembled and presented by the Human Resources Administrator at the duly noticed January 2010 meeting of the Judicial Council; and

WHEREAS, it came to the attention of the Judicial Council that due to the very specific language of the Goodwill Leave Policy, an employee who wishes to participate in a sporting, academic, or other competition as an official, referee or judge would not be covered under the existing policy in the same way that player participants, team coaches and managers currently are and there does not appear any bonafide reason to maintain this distinction; and

WHEREAS, it is also necessary to change the reference from the "Superior Court of Guam" to the "Judiciary of Guam" so that all employees of the Judiciary are eligible under the policy; and

NOW THEREFORE BE IT RESOLVED that, after motion made and seconded, the proposal to amend the existing Goodwill Leave Policy as follows was **PASSED** by the Judicial Council:

RULE 8.30.11 OF THE PERSONNEL RULES AND REGULATIONS
LEAVE POLICY FOR GOODWILL PURPOSES

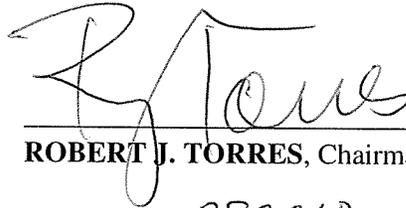
Effective immediately, court employees wishing to participate in "goodwill events," such as sport, academic or any other competition which does not bear upon

their responsibility to the Judiciary of Guam, will be required to request annual leave for purposes of participating in such events.

In cases to be determined at the discretion of the Administrative Director, and only where the employee is a participant, a team manager or coach, or other official, the Director may grant administrative leave with pay if the court employee has exhausted his/her accrued annual leave. But in no case shall the Director grant administrative leave in excess of eighty (80) hours in any given fiscal year.

In the event that the employee has exhausted his/her annual leave and the allotted 80 hours administrative leave, the employee may request leave without pay for the remainder of the term of the event. The granting of leave without pay remains at the discretion of the Administrative Director of the Court.

DULY ADOPTED this 21st day of January, 2010 at a duly noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Date: 083010

ATTEST:


JOLEEN F. RESPICIO, Secretary

Date: 083010