

**BEFORE THE 2011 JUDICIAL COUNCIL OF GUAM  
RESOLUTION NO. JC11-002**

**RELATIVE TO ADOPTING THE GOVERNMENT-WIDE POSITION  
CLASSIFICATION, COMPENSATION & BENEFITS STUDY**

**WHEREAS**, on October 24, 1991, the Judicial Council adopted its first implementation policy and procedure for the initial transition to the 1991 Hay Classification and Compensation Plan as mandated by Public Law 21-59. Since then, most salaries have remained constant, adjusted only by increments. Almost two decades later, on January 3, 2009, the Guam Legislature authorized a classification and compensation study of all government positions, including those in the Judicial Branch of Guam, in Public Law 29-052:13; and

**WHEREAS**, the Judicial Council acknowledges that Judiciary employees, like Executive Branch employees, lag behind the national median pay for the same jobs, and in order to catch up to at least the mid-point of national median pay for the same jobs, it is necessary to adopt the recommendations of the Hay Classification and Compensation Study dated September 2010 as implemented by the Executive Branch of the Government of Guam; and

**WHEREAS**, on November 5, 2010, the Administrator of the Courts notified all Judiciary employees that Public Law 30-96 authorized the implementation of the results of the Hay Study, but that the Judicial Branch had not been advised as to what portion of the \$13,114,596.00 appropriation would be received by the Judiciary to fund salary increases for Judiciary employees. Accordingly, between November 12 and 19, 2010, the Human Resources Division of the Judiciary of Guam conducted orientations on the changes to be made under the Pay Study, open to all Judiciary employees; and

**WHEREAS**, since that time, the Judiciary has not received any additional funds or appropriations for the implementation of the September 2010 Hay Classification and Compensation Plan, and so despite the Judicial Council's commitment to adoption of the Plan, it would be imprudent to do so in the exercise of its fiduciary duties.

**NOW THEREFORE BE IT RESOLVED**, that the Judicial Council **SUPPORTS ADOPTION of the 2010 HAY CLASSIFICATION AND COMPENSATION STUDY pursuant to P.L. 29-52:13**, and therefore directs that the Human Resources Division of the Judiciary continue taking steps in anticipation of such implementation, using the methodology prepared by the Judiciary Human Resources Administrator, and

**BE IT FURTHER RESOLVED**, that the Judicial Council **DEFERS ADOPTION of the 2010 HAY CLASSIFICATION AND COMPENSATION STUDY** until such time as the Government of Guam is in the position to provide funds to the Judicial Branch to fund such implementation.

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**BE IT FURTHER RESOLVED**, that at the time that the Judicial Council adopts the 2010 Hay Classification and Compensation Study, it will be applied to all Judiciary employees retroactive to October 1, 2010, in the same way that such adjustments were applied to all Executive Branch employees pursuant to Executive Order 2010-24 on October 29, 2010.

**DULY ADOPTED** this 20<sup>th</sup> day of January, 2011, at a duly noticed meeting of the Judicial Council of Guam.



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F. PHILIP CARBULLIDO, Chairman

Dated: 01-21-11

ATTEST:



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JOLEEN F. RESPICIO, Secretary

Dated: 01-21-11