



**BEFORE THE 2014 JUDICIAL COUNCIL OF GUAM
RESOLUTION NO. JC14-24**

**RELATIVE TO ADOPTING PAY ADJUSTMENTS CONSISTENT WITH THE
METHODOLOGY OF THE GOVERNMENT OF GUAM COMPETITIVE WAGE ACT OF 2014
FOR JUDICIAL OFFICERS**

- WHEREAS,** pursuant to Public Law 32-068 Chapter XI, Section 2 titled “Government of Guam Competitive Wage Act of 2014,” on January 15, 2014, the Department of Administration, on concurrence from Governor Eddie Baza Calvo, transmitted to the Guam Legislature a plan containing updated pay scales for all categories of government of Guam employees except those in law enforcement; and
- WHEREAS,** Public Law 32-166 granted statutory authority to the Judicial Council to adopt a pay plan and pay schedules consistent with the January 15, 2014 transmittal to the Guam Legislature; and
- WHEREAS,** the January 15, 2014 transmittal, which consisted of a report developed by the Department of Administration, included recommended salaries for positions designated as “Rate of Pay,” which included the positions of Chief Justice, Associate Justice, Presiding Judge and Judge; and
- WHEREAS,** the recommended increases to the positions of Chief Justice, Associate Justice, and Presiding Judge were minimal because, as noted by the Department of Administration in its report, adjustments had been previously made to those positions and they were, thus, considered to be current; and
- WHEREAS,** the most recent adjustment made to compensation for judicial officers occurred in 2010 when the final increase in a series of four adjustments of four percent (4%) were made pursuant to 7 GCA § 3106.1(a); and
- WHEREAS,** in light of the notation by the Department of Administration regarding prior adjustments made to Judicial officer salaries, the Judicial Council requested its staff counsel to issue an opinion regarding its ability to deviate from the specific salary recommendations contained in the January 15, 2014 transmittal; and
- WHEREAS,** Judiciary staff counsel has concluded that the Council may deviate from the specific salary recommendations as long as such deviation results in adopting salaries that are in line with written methodology contained in the January 15, 2014 transmittal; and
- WHEREAS,** such written methodology establishes that salaries for “Rate of Pay” positions should be in line with market norms for similar organizations; and

WHEREAS, Judiciary management conducted a review of judicial officer salaries across the western states and the United States territories and made a recommendation based on averages of those jurisdictions to adjust the salaries of the Superior Court Judges to \$135,00 per annum; and

WHEREAS, the recommended salary represents an eleven percent (11%) increase for Superior Court Judges, which is less than the sixteen percent (16%) increase that would have occurred if adjustments under 7 GCA § 3106.1(a) had continued annually since 2010; and

WHEREAS, Judiciary management further recommended that the rate of increase be consistent for the position of Presiding Judge, which results in a salary of \$150,000 per annum; and

WHEREAS, 7 GCA § 3106 establishes the salaries for the position of Chief Justice at \$3,000 more than the Presiding Judge and Associate Justices at \$2,000 less than the Chief Justice.

NOW, THEREFORE, BE IT RESOLVED that, consistent with the methodology of the Government of Guam Competitive Wage Act and Judicial Council Resolution 14-016 effective January 26, 2014, the annual salary for the position of Presiding Judge of the Superior Court shall be \$150,000.

BE IT FURTHER RESOLVED that effective January 26, 2014, the annual salary for the position of Judge of the Superior Court shall be \$135,000.

BE IT FURTHER RESOLVED that any retroactive amounts due Judicial officers for the period from January 26 to November 24, 2014 shall be paid upon availability of funds.

DULY ADOPTED this 24th day of November, 2014 at a duly-noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Dated: 12/22/14

ATTEST:



SERENA G. TAIMANAO, Assistant Secretary

Dated: 12/22/14