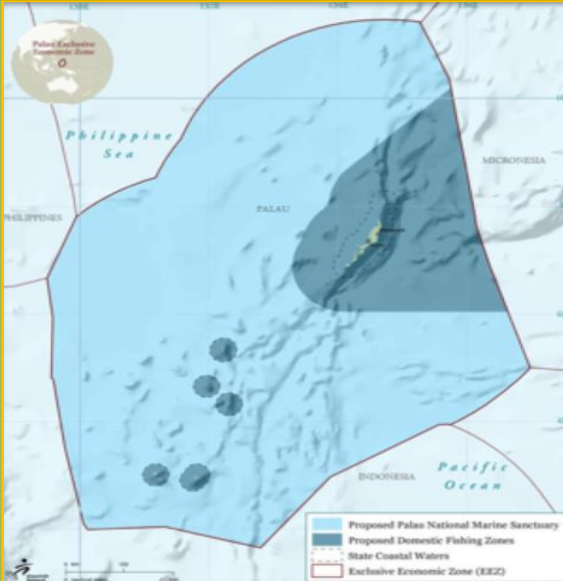


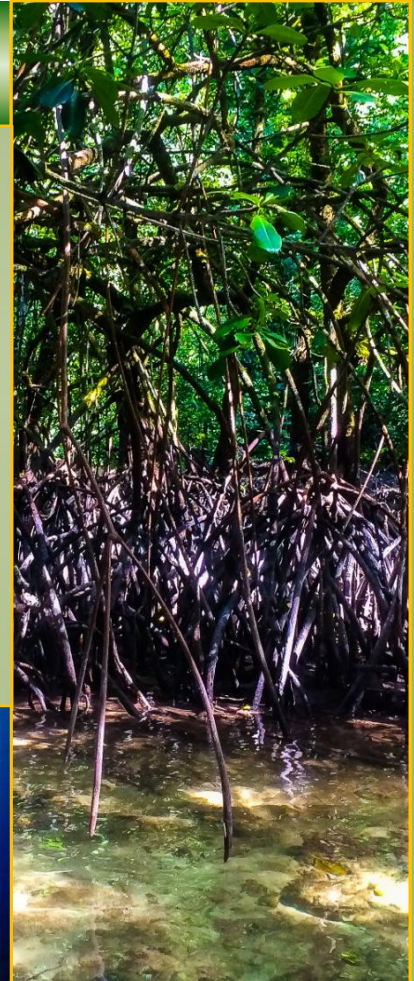
PALAU JUDICIARY

Court Annual Report

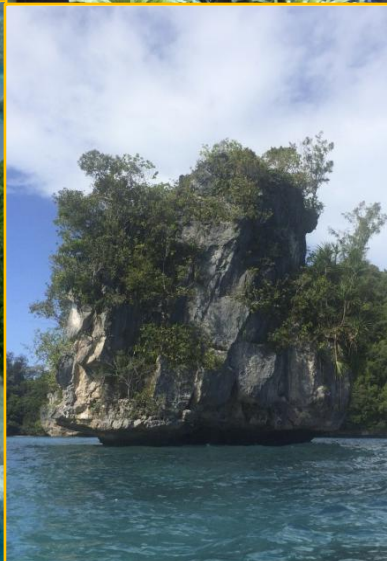


Palau National Marine Sanctuary Act

- Fully protects up to 500,000 square kilometers or over 80% of Palau's Exclusive Economic Zone (200 miles beyond Palau's borders).
- Bans industrial fishing, foreign fishing and exports
- Includes a Domestic Fishing Zone for Palauans and the tourism market.



2015



In October of 2015, Palau became the sixth largest marine sanctuary in the world with the enactment of RPPL 9-49, the Marine Sanctuary Act.

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II. Message from the

CHIEF JUSTICE

The Office of the Chief Justice is currently engaged in the exciting challenge of implementing the Fourteenth Amendment to the Palau Constitution.

Currently, the Supreme Court is composed of a Chief Justice and three full-time Associate Justices who serve in both the trial and appellate divisions. As such, Justices decide appeals from each other's cases. The Chief Justice also serves as the presiding judge of both trial and appellate divisions.

The Fourteenth Amendment states that "when the Olbiil Era Kelulau [National Congress] appropriates funds for additional justices to serve on the appellate division, the Chief Justice shall implement the separation of the Justices of the appellate division and provide rules and regulations therefore." The Olbiil Era Kelulau appropriated the funds necessary to implement the Fourteenth Amendment on February 5, 2016.

Although the specific implementation plan is still being developed and the proposed rules are being reviewed by the general public and the Palau Bar members, one thing is clear. The Justices of the appellate division shall serve in only that division as a practical matter. Similarly, as a practical matter, the Justices of the trial division shall serve in only that division.

The implementation of the Fourteenth Amendment to the Constitution will contribute to our continuing efforts to improve the quality and delivery of our services. We express our appreciation to the Second Constitutional Convention for proposing the Amendment for ratification, and to the Olbiil Era Kelulau and President Tommy E. Remengesau, Jr. for funding the implementation of the separation of the appellate Justices.

Ma uriul,



Arthur Ngiraklsong
Chief Justice
Palau Supreme Court

Introduction

The Republic of Palau is an island nation located in the western Pacific Ocean roughly 500 miles southeast of the Philippines. Geographically, Palau constitutes part of the Caroline Island chain and is part of the larger island group of Micronesia. Palau consists of more than 340 islands, of which only 9 are permanently inhabited. The land area of Palau totals approximately 460 square kilometers (178 square miles), about 2.5 times the size of Washington, D.C. According to the 2005 population census, Palau's population was 19,907 (Palau did not conduct a 2010 census). Current estimates put Palau's population at approximately 21,000. About 70% of Palauans live in the former capital city of Koror on Koror Island. The capital relocated in 2006 from Koror to a newly constructed complex in Melekeok State on the larger but less developed island of Babeldaob – the second largest island in Micronesia after Guam.

In 1978, after more than three decades of United States administration under the United Nations Trust Territory of the Pacific Islands (TTPI), Palau, as part of a process toward self-government, voted against joining the Federated States of Micronesia and opted for independent status. Palau adopted its own constitution and became the Republic of Palau in 1981. It signed a compact of free association with the United States in 1982 and the Compact was ratified in 1993. Palau gained full sovereignty when the Compact went into effect on October 1, 1994, concluding Palau's transition from trusteeship to independence.

Palau is a multi-party democratic republic with directly elected executive and legislative branches. The President is both head of state and head of government. Executive power is exercised by the government while legislative power is vested in both the government and the Palau National Congress (the Olbiil era Kelulau). The Palau National Congress has two houses – the Senate with nine members elected nationwide and the House of Delegates made up of 16 members, one from each of Palau's 16 states. There is also a Council of Chiefs, comprising the highest traditional chiefs from each of the 16 states. The Council of Chiefs serves as an advisory board to the President on matters concerning traditional laws and customs. Article X of the

Constitution of the Republic of Palau provides for a judiciary “independent of the legislative and executive powers.”

This Annual Report summarizes the Judiciary's operations and accomplishments in the 2014 calendar year, as well as its challenges going forward. The Annual Report is intended to inform the public about what the Palau Judiciary does and how it functions.

III. Mission and Vision

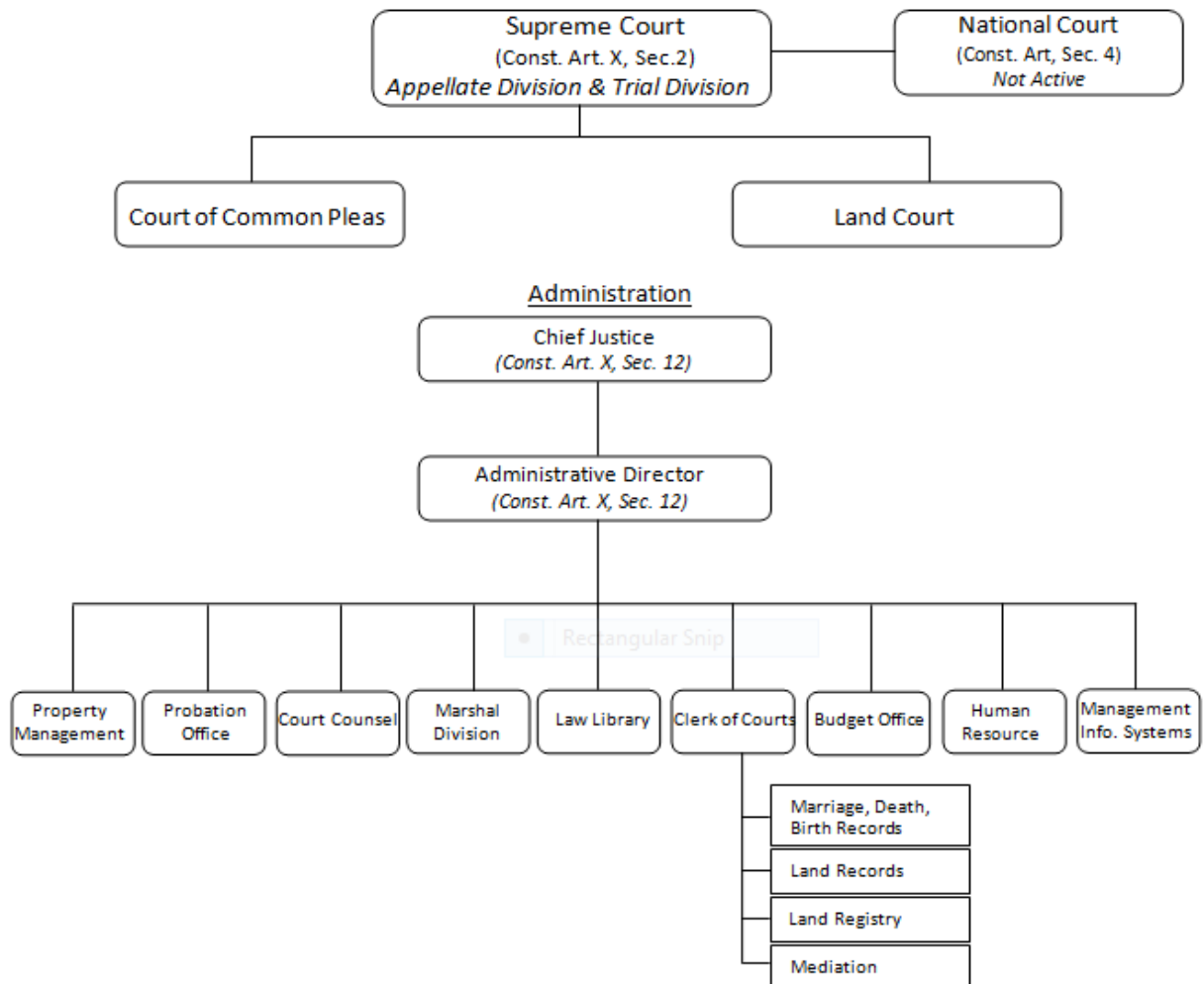
MISSION

The mission of the Palau Judiciary is to preserve and enhance the rule of law by providing a just, efficient, and accessible mechanism for resolving disputes. The Judiciary will interpret and apply the law, as modified by custom and tradition, consistently, impartially, and independently to protect the rights and liberties guaranteed by the laws and constitution of the Republic of Palau.

VISION

The Courts of the Republic of Palau will provide justice for all while maintaining the highest standards of performance, professionalism, and ethics. Recognizing the inherent dignity of every person who participates in the justice system, the Judiciary will treat each participant with respect and will strive to make the process understandable, affordable, and efficient. Through the thoughtful, impartial, and well-reasoned resolution of disputes, the Judiciary enhances the public trust and confidence in this independent branch of government.

IV. Palau Judiciary Organizational Chart



Overview of the Judiciary

V. About the Courts

The Palau Judiciary consists of the Supreme Court (Trial Division and Appellate Division), the Land Court, the Court of Common Pleas, and associated administrative units that provide various services to the courts.

A. Supreme Court (Trial Division and Appellate Division)

Article X of the Constitution vests the Supreme Court with power over all matters in law and equity and outlines its structure and operation. The Supreme Court is divided into a Trial Division and an Appellate Division. Cases are initially adjudicated by a single justice in the Trial Division. Appeals from Trial Division decisions are heard by panels of three different justices in the Appellate Division. The Appellate Division is a “court of last resort,” a supreme court of record having appellate jurisdiction with final authority to adjudicate all cases and controversies properly brought before it. The Supreme Court also handles disciplinary and other special proceedings.

The Supreme Court currently consists of a Chief Justice and three Associate Justices.

Additional judges are appointed on an as-needed basis as Associate Justices Pro Tem or Part-Time Associate Justices to assist with the Court's workload

B. Land Court

The Land Court was established in 1996 and is vested with jurisdiction over civil cases involving the adjudication of title to land or any interest in land. Appeals from the Land Court go directly to the Appellate Division of the Supreme Court. The Land Court makes determinations with respect to the ownership of all lands within the Republic, including the return of land that became public as a result of its acquisition by previous occupying powers through force, coercion, fraud, or without just compensation. The Land Court currently includes a Senior Judge and two Associate Judges. Land Court proceedings are generally conducted in Palauan, although translation is available for non-Palauan speakers.

C. Court of Common Pleas

The Court of Common Pleas was established in 1982 to handle “common” civil and criminal cases. It has jurisdiction to hear civil cases where the amount claimed or in dispute is \$10,000 or less. It does not adjudicate cases involving land title or interests, except the right to immediate possession. Land ownership cases are heard in the Land Court or the Supreme Court (Trial Division). The Court of Common Pleas also hears all divorce and child support cases, regardless of the amount in controversy. Generally, the civil cases that come before the Court include name changes, family law matters, and simple estate settlement proceedings. The Court also hears small claims, where the

amount claimed is \$3,000 or less, in less formal hearings. The Court of Common Pleas may also adjudicate criminal cases. Criminal cases are assigned to the Court of Common Pleas by the Chief Justice of the Supreme Court and the maximum possible punishment for criminal cases heard in the Court of Common Pleas shall not exceed a \$10,000 fine or imprisonment for five years. Appeals from cases adjudicated by the Court of Common Pleas are filed directly with the Appellate Division of the Supreme Court.

The Chief Justice of the Supreme Court has also designated the Court of Common Pleas to handle civil domestic abuse cases brought under the Family Protection Act ("FPA") enacted in November 2012. To meet the requirements of the FPA's mandates, the Court has created forms and protocols to assure that the Court is available to assist persons seeking orders of protection, both during the Court's normal operating hours and during after-hours, if a victim of abuse needs immediate protection. The Court continues to collaborate with other agencies, including the Bureau of Public Safety, the Attorney General's Office, the Ministry of Health, and the Ministry of Community and Cultural Affairs to successfully implement the FPA's mandates.

VI. Judicial Nominating Commission

The Judicial Nominating Commission (the "JNC") consists of seven members, all of whom must be citizens of Palau. The Chief Justice serves as the JNC's Chairperson. Three members are elected from and by the Palau Bar Association and the final three members are appointed by the President of Palau.

When a vacancy for a Judge or Justice within the Palau Judiciary becomes available, the JNC produces a list of seven nominees and presents the list to the President. The list of nominees is created using a secret ballot. If there is a conflict of interest involving a JNC member and a potential nominee, the JNC member must recuse himself or herself from voting or discussions regarding the nominee. In addition, should a JNC member become a potential nominee, that member must also recuse himself or herself. The qualities sought in judicial nominees include: integrity and moral courage; legal ability and experience; intelligence and wisdom; compassion and fairness; diligence and decisiveness; judicial temperament; and awareness of and sensitivity to Palauan culture. Every year, regardless of whether there is a Judicial Office vacancy, the JNC

chairperson is required to call a meeting to review the commission's current rules and procedures, educate new members on current rules and procedures, and compose a list of seven potential nominees for Chief Justice should the current Chief Justice resign or pass away.

Palau Judiciary Highlights

VII. Trainings and Workshops

1. 4th Session of the Pacific Island Legal Institute

On December 14 to December 18 2015, Palau Judiciary hosted the 4th Session of the Pacific Islands Legal Institute. This event was sponsored by the 9th Circuit Courts. The session attendees were lay judges from Yap, Pohnpei, Marshall Islands, Chuuk, Samoa, and Palau. Associate Judge Salvador Ingereklii of Land Court was the attendee from Palau. The session covered the topics of Criminal Law and Criminal Procedures including search and seizures, warrant searches, exception to invalid searches, arrests, Miranda violations, Sixth Amendment Right to Counsel, and Exclusionary Rule. This five-day training was conducted by Kenneth Lawson of William S. Richardson School of Law of University of Hawaii at Manoa. He was assisted by a colleague, Ms. Minara Mordecai.

2. Customer Service Training for Clerks

On December 17, 2015 through technical assistance provided by Margaret L. Barron and Lorenz Metzner of the Pacific Judicial Strengthening Initiative, Clerk of Courts Allison I. Sengebau was able to deliver a customer service training to the Courtroom and Chamber Clerks. Subject matter covered in the training included Service Delivery Charters, RATER customer service model, Effective Communication Skills, Message Impact and others. This was a remote delivery pilot project intended to use existing technology such as skype to meet, develop and deliver the training.



3. Court Clerks and Managers' Training



(L-R): *Hon. Arthur R. Barcinas, Judge, Superior Court of Guam, Danielle T. Rosete, Clerk of Court, Superior Court of Guam, Allison I. Sengebau, Janet Cornell, Court Administration Consultant, and Myla M. Oime*

Presenters included the Honorable Arthur R. Barcinas of the Superior Court of Guam, Janet G. Cornell, Court Administration Consultant, Russ Mathieson, Education Specialist of the Office of the Circuit Executive and Danielle T. Rosete, Clerk of Court of the Superior Court of Guam. The program agenda included the following topics: Understanding the Basic Duties of a Courtroom Clerk and Deputy Clerk, Stress in the Workplace, Fundamentals of Caseload Management,

On December 10 - 12, 2015, the Pacific Judicial Council and the 9th Circuit Court sponsored a Court Clerks and Managers Training in Kosrae, FSM. The training was attended by court clerks and managers from Guam, Saipan, FSM and Palau.

Effective Team Building and Leadership and Legal Advice v. Legal Information. The training gave the attendees an opportunity to meet and network with their counterparts from other jurisdictions.



4. ACTL

From November 4th through November 6th, 2015, thirteen Fellows from American College of Trial Lawyers led an Advanced Trial Advocacy Symposium. The program exposed more than 80 lawyers and judges from Palau and neighboring islands to the trial and advocacy skills Fellows of the College are known for. The training incorporated jury trial strategies and other topics related to trial work, including Successful Opening; Direct Examination; Cross Examination; Advanced Jury Trial Strategies; Murder Trial Strategies; Preserving the Record on Appeal; Advanced Courtroom Evidence; Forensic Evidence; and Successful Closing. The gathering provided an opportunity for distinguished judges and lawyers in the U.S. to share their knowledge and expertise to their counterparts in the Micronesia Region.



5. Court Interpreter Training for Judges

On May 4 to May 6, 2016 Palau Judiciary hosted an event sponsored by Pacific Judicial Council, a Court Interpreter Training for Judges. The main venue of the training was Palasia Hotel Palau in Koror. The attendees of this workshop were judges from the courts in the Pacific region, Kosrae, Pohnpei, Guam, CNMI, Palau, Yap, Chuuk, and American Samoa. On the first day of this three-day training, covered topics were on Legal Mandates for Access to Justice, overview of Pacific Judicial Council's Interpreter Training in 2007 to 2014, Interpreter Code of conduct as it impacts courtroom practice, and practical skills judicial skill for using interpreters in the courtroom. On the second day there was a discussion on the topic of sensitivity of courtroom interpretation in domestic violence and sexual assault matters. The Courthouse Interpreting Demonstrations and Mock Interpreter Hearing were held the same day in Courtroom 101 of the Palau Supreme Court. Topics on how to build an interpreter program and useful interpreting tools for the bench were discussed on the third day.

6. Supreme Court Mediation Program Follow-Up Visit

Mr. Chuan Ng, Deputy District Registrar of the Federal Court of Australia based in Sydney, returned to Palau on behalf of the Pacific Judicial Development Program (PJDP) from April 6 – April 14, 2015, to conduct a Court Mediation Program Follow-Up Visit with the Palau Supreme Court. This was Mr. Ng's third visit to the island. He previously traveled to Palau in January 2013 to conduct a Beginner's Mediation Workshop



which was attended by over 50 participants. During that visit he co-mediated a dispute with local attorney, Mr. Siegfried B. Nakamura. Mr. Ng also visited Palau in January 2014 to conduct an Advanced Mediation Workshop for local attorneys and interested members of the Palauan judiciary. The 3-day Advanced Workshop was attended by 13 participants who learned a number of advanced mediation techniques including dealing with difficult litigants, managing expectations, bridging cultural communication barriers, as well as participating in intensive role-playing

exercises. While in Palau, Mr. Ng also co-mediated two court matters with local attorneys.

During this visit, Mr. Ng continued to work with the Palau Supreme Court to enhance its mediation program and met with members of the Palau Judiciary and Bar Association to review and evaluate the mediation program's progress. Mr. Ng also conducted Mediation Refresher Workshop for judges and court staff, led a roundtable discussion in reviewing the Palau Supreme Court's mediation program. He met with judges and discussed the progress of case management of court conducted mediations. He also met with the Palau Bar Association and discussed the local attorneys' perceptions regarding the mediation program.

VIII. Ribbon cutting of the New Pablo Ringang Building



The Palau Judiciary hosted a ribbon cutting ceremony for the Pablo Ringang Courthouse in downtown Koror on Friday, July 24, 2015. The new building, named after the late Judge Pablo Ringang, presiding judge of the Justice Court and the District Court, is finished and ready for business. More than 75 people came out to celebrate the ribbon cutting ceremony. Attendees included The

President, Ministers, Senators, Delegates, Governors, members of the Council of Chiefs, His Excellency, Harry Ho-Jen Tseng, Ambassador Extraordinary & Plenipotentiary Embassy of the Republic of China in the Republic of Palau, United States Ambassador Amy Hyatt, members of Judge Pablo Ringang's family, members of the Palau Bar Association, judges and justices from the Supreme Court, Land Court and the Court of Common Pleas, judiciary employees, and the general public. Chief Justice Arthur Ngiraksong thanked the 9th OEK, President



Remengesau, and the government of the Republic of China, Taiwan for funding the

construction of the building. His Excellency President Tommy E. Remengesau, Jr., and His Excellency, Harry Ho-Jen Tseng, Ambassador Extraordinary & Plenipotentiary Embassy of the Republic of China in the Republic of Palau gave special remarks marking this exciting and auspicious occasion. The new courthouse building has two floors and is home to the Office of the Clerk of Courts and the Court of Common Pleas courtroom and judge's chambers. The new building also contains additional space to enable the Judiciary to provide services supporting its mediation program and the Family Protection Act. These spaces include mediation rooms and a Family Protection Act overnight room which will provide a safe temporary space for victims of domestic violence in need. After the ribbon was cut officially opening the new courthouse, guests were invited to take a guided tour of the new building, view a video presentation about the Pablo Ringang and Mamoru Nakamura courthouse buildings and enjoy a buffet lunch and refreshments. Funding for the project was provided by The Government of the Republic of China and the Republic of Palau Government. The building contractor was Surangel Construction Company.

The Courts' Work

The Palau Judiciary prides itself on operating ethically and efficiently, producing quality decisions and ensuring access to justice for all of Palau's citizens. The indicators below measure the judiciary's performance. The clearance rate and average duration of a case measure how efficiently the courts are managing their case loads. The quality of decisions can be evaluated by the number of decisions appealed and, more importantly, the number of decisions overturned on appeal. And finally, access to justice can be gauged by looking at the fee structure, availability of free legal counsel and accessibility of forms and court services.

The information in the following pages provides details about how well the judiciary is doing regarding these indicators.

IX. Accountability: Code of Conduct and Complaints

The Judiciary's Code of Judicial Conduct was promulgated on March 1, 2011 by the Palau Supreme Court and amended on March 9, 2011. A copy of the Judicial Code of

Conduct can be retrieved from the Palau Judiciary website: <http://www.palausupremecourt.net>, *Rules & Other Publications, Judicial Code of Conduct*. In 2015, two complaints were received against judicial officers.

Year	Total Cases Filed(all Case Types)	Complaints against *JOs	Cases where no Complaint made against *JOs	Cases where Complaint made against *JOs
2011	1035	2	99.81%	0.19%
2012	1983	0	100.00%	0.00%
2013	1997	1	99.95%	0.05%
2014	1983	2	99.90%	0.10%
2015	2002	2	99.90%	0.10%

*JO – Judicial Officers - Judges

There were no complaints made against Judiciary staff in 2015.

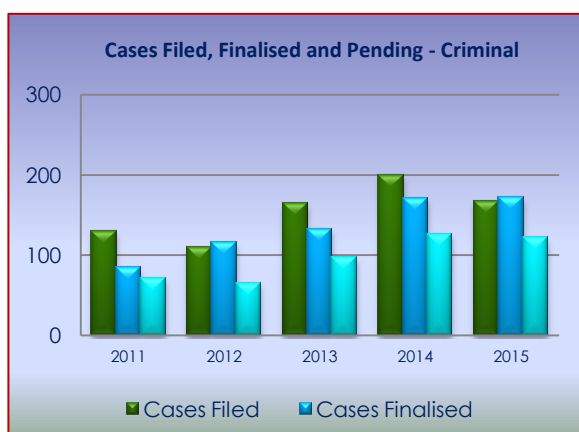
X. Case Management and Clearance Rates

The Palau Judiciary recognizes its obligation to dispose of cases before it in a reasonable time. Accordingly, the Court seeks to finalize cases in a timely manner. The “clearance rate” reflects cases “cleared” or finalized as a percentage of (in relation to) the total number of cases filed. Where clearance rates have declined, this reflects a comparable decline in the overall number of cases filed.

A. Supreme Court

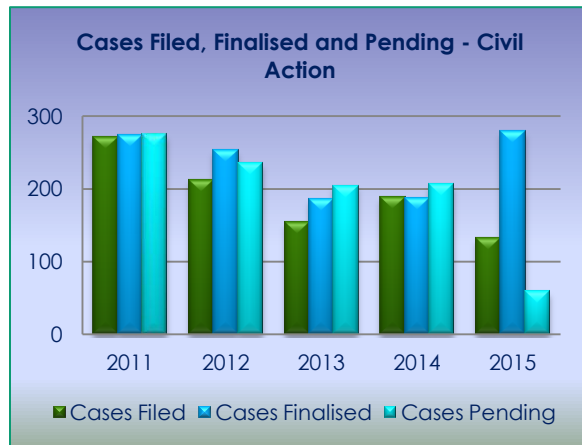
Criminal Cases (CR) - Average clearance rate for the last five (5) years

Year	Cases Filed	Cases Finalised	Cases Pending	Clearance Rate as a %
2011	130	84	72	64.62%
2012	110	116	66	105.45%
2013	165	133	98	80.61%
2014	200	171	127	85.50%
2015	167	172	122	102.99%



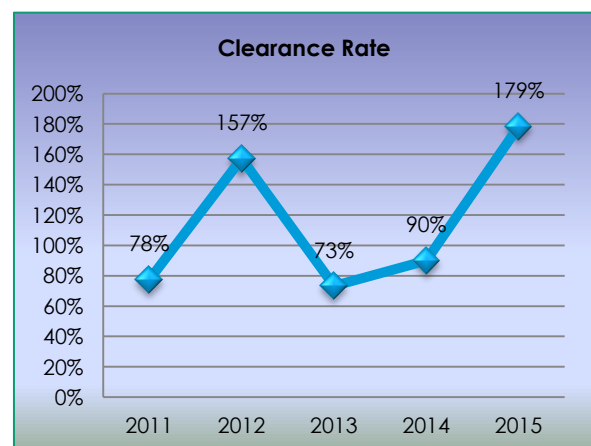
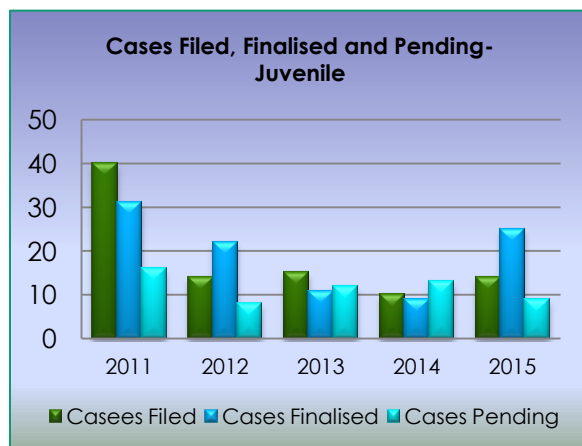
Civil Cases (CA) - Average Clearance Rate for the last 5 years

Year	Cases Filed	Cases Finalised	Cases Pending	Clearance Rate as a %
2011	271	274	275	101.11%
2012	212	252	235	118.87%
2013	154	185	204	120.13%
2014	188	186	206	98.94%
2015	132	279	59	211.36%



Juvenile Cases(JV)- Average Clearance Rate for the last 5 years

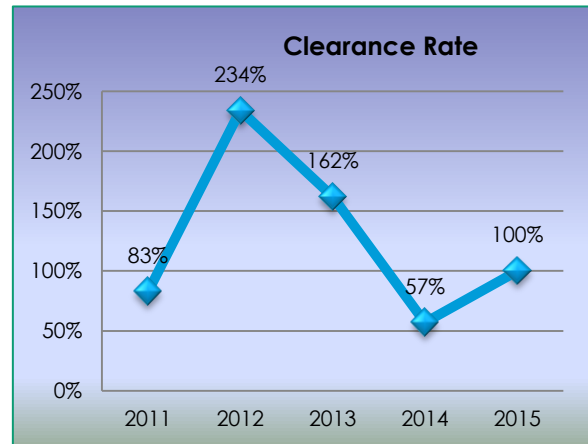
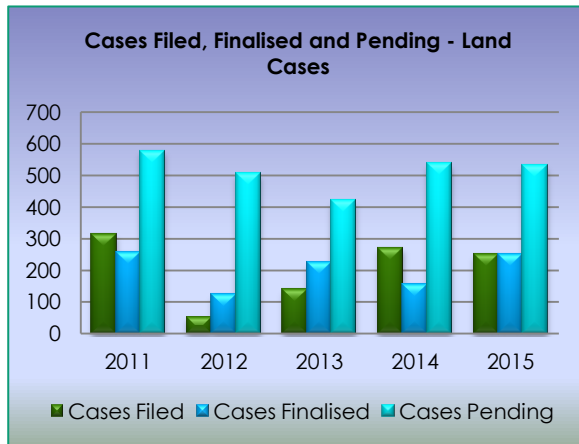
Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2011	40	31	16	77.50%
2012	14	22	8	157.14%
2013	15	11	12	73.33%
2014	10	9	13	90.00%
2015	14	25	9	178.57%



B. Land Court

Land Court Cases (LC) - Average Clearance Rate for the last 5 years

Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2011	312	259	578	83.01%
2012	53	124	507	233.96%
2013	139	225	421	161.87%
2014	270	154	537	57.04%
2015	249	249	532	100.00%



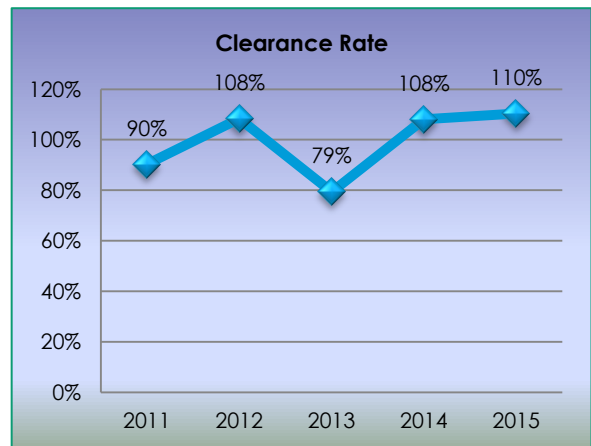
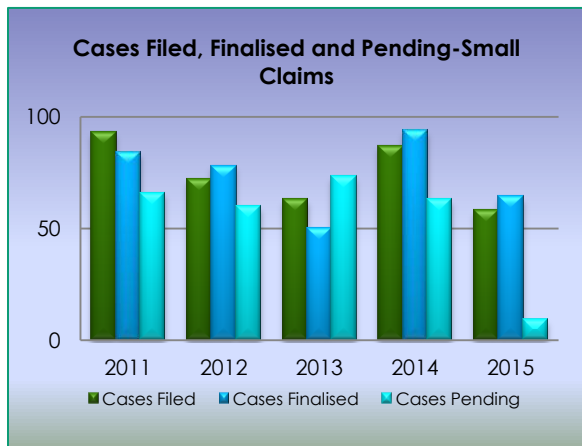
Determination of ownership issued on Contested cases – 275.

Determination of Ownership issued on Uncontested cases – 62.

C. Court of Common Pleas

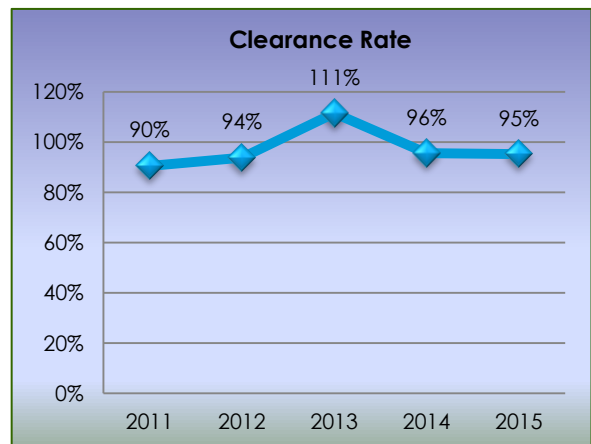
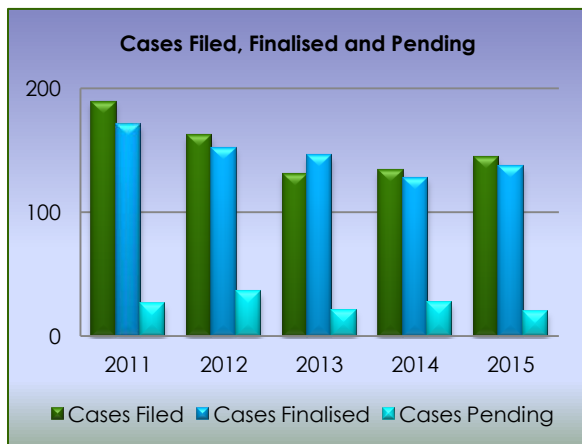
Small Claims (SC) – Average clearance rate for the last 5 years

Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2011	93	84	66	90.32%
2012	72	78	60	108.33%
2013	63	50	73	79.37%
2014	87	97	63	111.49%
2015	58	64	9	110.34%



Common Pleas/Civil Action (CP/CA) – Average clearance rate for the last 5 years

Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2011	189	171	26	90.48%
2012	162	152	36	93.83%
2013	131	146	21	111.45%
2014	134	128	27	95.52%
2015	144	137	20	95.14%



The Majority of cases handled by the Court of Common Pleas are Citations and are heard weekly. A citation can be paid at the Office of the Clerk of Courts if an offender does not contest the charge(s). Certain types of Citations cannot be paid directly, however, and the offender must appear before the court. The various types of Citations are:

- TCC – Traffic violations and some misdemeanor charges.
- JTC & JDC – Juvenile Citations
- MCC – Marijuana
- K SG – Koror State Government
- ABC – ABC Board
- DRT – Division of Revenue and Taxation
- Sanitation – Sanitation Citations
- WSC – Water Safety Citation

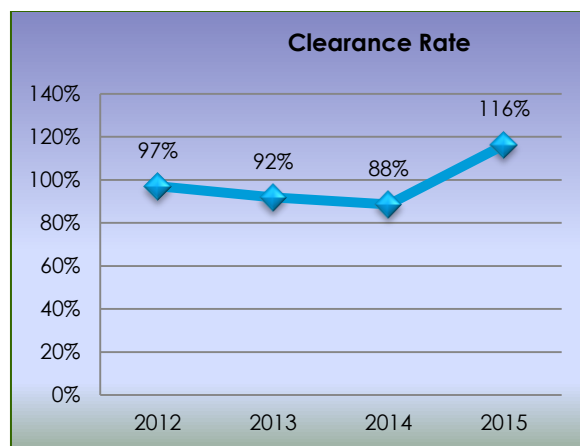
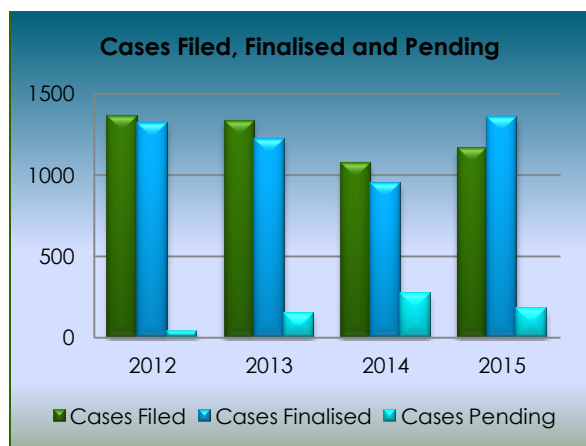
The chart below details the number of citations, by type, issued for the past five (4) years.

Filed Cases:

Type	2012	2013	2014	2015
TCC	1218	1223	980	1053
JTC & JDC	88	82	42	33
MCC	6	8	8	6
KSG	8	3	3	17
ABC	3	6	3	13
DRT	4	8	3	3
WSC	*	*	8	39
Sanitation				1
Total:	1327	1330	1047	1165

Citations – Average clearance rate for the last 4 years.

Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2012	1360	1319	41	96.99%
2013	1330	1221	150	91.80%
2014	1069	946	273	88.49%
2015	1165	1354	180	116.22%



Civil Action/Domestic Abuse (CADA)

Year	Total Cases Filed	Total Cases Finalised	Total Cases Pending	Clearance Rate as a %
2014	33	31	2	93.93%
2015	47	46	3	97.91%

Although the Family Protection act was enacted in November 2012, the first case under this act was filed in 2014.

When there are conflicts with the judge of the Court of Common Pleas, the case is transferred to Supreme Court.

Cases filed in the Court of Common Pleas but disposed in the Supreme Court in 2015

Case Type	SM	CPCA	CADA	TCC	JDC	MCC
Cases Disposed	4	4	8	28	1	1

D. Court of Appeals

Supreme Court

Case Type Appeals filed

Civil 17

Juvenile 1

Criminal 1

Land Court

Land 11

Court of Common Pleas

Small Claims 1

1. Outcome of Appeals in 2015

Dismissed	8	
Disposed (Reversed)	2	Partially
Disposed (Affirmed)	15	Partially or in whole
Disposed (Withdrawn)	2	
Remanded	3	Partially or in whole

XI. Average Duration of a Case

When rendering a decision in a matter, the Judiciary's goal is to provide such decisions in a timely manner. Because of the complexity of their work, however, Judges may not always announce their decisions immediately at the conclusion of a case and some decisions may be delivered at a later date.

The charts below provide details about the average duration, from filing to finalization for the different types of cases heard in the Supreme Court – Trial- Division, Land Court, Court of Common Pleas and Appellate Division.

Court	Case Type	Average Duration in Days
Trial Division:	Criminal	203
	Civil	556
	Juvenile	399
Land Court:	Land	993
Court of Common Pleas:	CPCA	77
	Small Claims	45
	Citations	25
Appellate:	Civil	367
	Criminal	112

XII. Accessibility and Fairness

The Judiciary functions to make the courts and justice accessible to all. As part of this effort, it provides fee waivers, conducts annual public surveys, and has created a judiciary website, where members of the public can find rules, publications, court calendars, forms, information on selected cases, information about fees, and press releases. Please visit us at: <http://www.palausupremecourt.net>.

A. Free Legal Aid

In 2015, about 151 parties in criminal cases, 12 parties in juvenile case, 286 parties in citation cases, 77 parties in common pleas, and 45 parties in civil cases received free legal aid.

Type of Free Legal Aid	Criminal	JUV	Citation	Common Pleas	Civil Action
Public Defender (PD)	127	8	351	1	
Court Appointed	24	4	1		
MLSC				76	45

B. Court Fee Waiver

Lack of money should never be a barrier to justice. Accordingly, another way that the Court ensures access to justice for all is to provide fee waivers to parties who cannot afford the costs associated with filing a lawsuit. Fees may be waived by the court of proper jurisdiction if the Petitioner or Plaintiff requests such a waiver using the appropriate form. The fee waiver form is available at the Office of the Clerk of Court and on the Judiciary Website under Forms. (www.palausupremecourt.net).

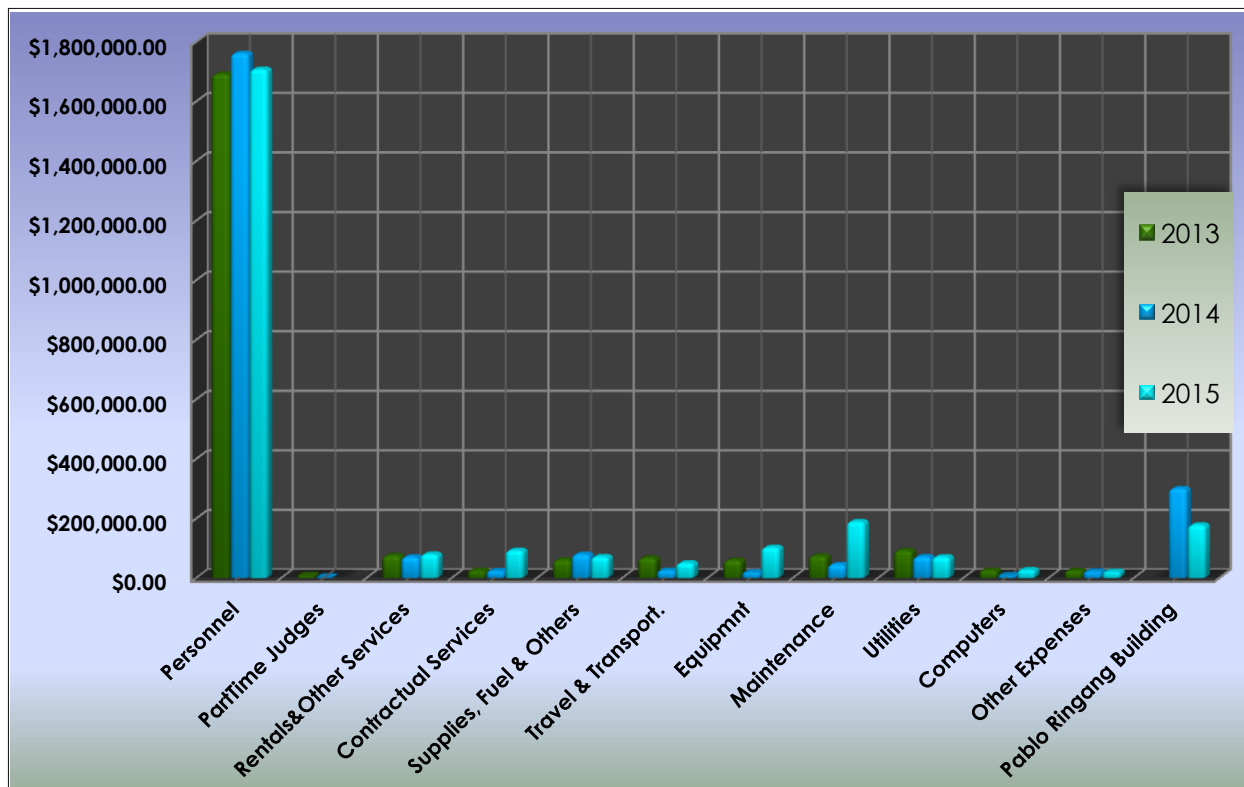
No fee waivers were requested in 2015.

State governments, government agencies, semi-government agencies, authorities, commissions, and boards are not required to pay the filing fee but will be charged the usual fees for service of papers by the Marshals.

XIII. Annual Budget

Three (3) Year Actual Expense Summary

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Personnel	\$1,691,239.00	\$ 1,761,159.64	\$ 1,707,691.00
Part Time Judges	\$8,000.00	\$ 1,201.80	
Rentals & Other Services	\$75,112.00	\$ 70,466.87	\$ 79,861.00
Contractual Services	\$25,000.00	\$ 23,888.91	\$ 92,602.00
Supplies, Fuel & Others	\$60,293.00	\$ 79,136.57	\$ 71,465.00
Travel & Transport.	\$67,000.00	\$ 25,051.97	\$ 50,466.00
Equipment	\$59,000.00	\$ 19,154.15	\$ 102,806.00
Maintenance	\$73,552.00	\$ 44,725.48	\$ 188,917.00
Utilities	\$91,804.00	\$ 71,132.73	\$ 70,817.00
Computers	\$25,000.00	\$ 7,287.12	\$ 27,209.00
Other Expenses	\$24,000.00	\$ 22,233.76	\$ 21,172.00
Pablo Ringang Building		\$ 300,000.00	\$ 177,813.00
TOTAL	<u>\$2,200,000.00</u>	<u>\$ 2,425,439.00</u>	<u>\$ 2,590,819.00</u>



Court Offices and Departments

XIV. Court offices and Departments

A. Office of Deputy Administrative Director



Deputy Administrative Director Wandalynn T. Remeliik

The Judiciary Administration is the administrative support of the Palau Supreme Court. Article X, Section 12 of the Republic of Palau Constitution states that the Chief Justice of the Supreme Court shall be the administrative head of the unified judicial system. The Chief Justice shall appoint with the approval of the Associate Justices, an administrative director to supervise the

administrative operation of the judicial system.

The Deputy Administrative Director is the highest position in the Judiciary Administration. Wandalynn T. Remeliik, our new Deputy Administrative Director was welcomed on board in February, 2016.

The achievements and challenges highlighted in the 2015 Annual Report demonstrate the Court's ongoing commitment to move forward.

Performance against a number of key benchmarks shows the Court is meeting day-to-day demands and developing new ways to improve its services to Court users.

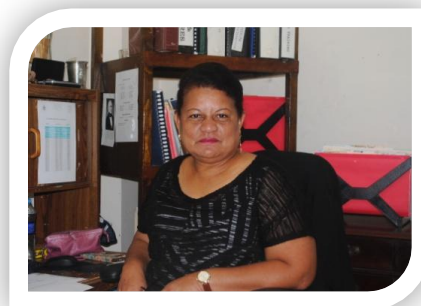
Ongoing challenges continue to be faced regarding continued innovation and service improvement and we look forward to the coming year in which we continue our commitment to providing the highest level of support to the Court.

B. Office of the Chief Justice

The Office of the Chief Justice is staffed by a Special Assistant to the Chief Justice, Luisa Kumangai and the Chambers Administrator, Usong Telei. This office serves as the focal point of all incoming and outgoing activities of the Judiciary.



Usong Telei



Special Assistant to the Chief Justice Luisa Kumangai

with the other government offices.



C. Office of the Clerk of Courts

The Office of the Clerk of Courts is the largest division within the Court and is the primary point of contact for persons interacting with the Judiciary. The main purpose of the office is to provide clerical assistance and support to Judges and service the public. The office processes all documents filed with the Court, including civil and criminal cases and appeals,

traffic and other citations, warrants, and jury summons. It handles vital statistics, such as birth, death, and marriage certificates, and land transaction documents. The office receives and disburses funds related to court cases such as fines, restitution, and child support payments. The deputy clerks also



From Left to Right:
*Zonalynn Jonathan, Myla Oimei, Sherene Adolf
Efreia Kazuma*

work in the courtroom to record proceedings and provide interpretation when necessary. And finally, the Clerk of Courts handles a variety of miscellaneous services, from the certification of documents to fielding inquiries from parties, attorneys, and the public about court cases or procedures.

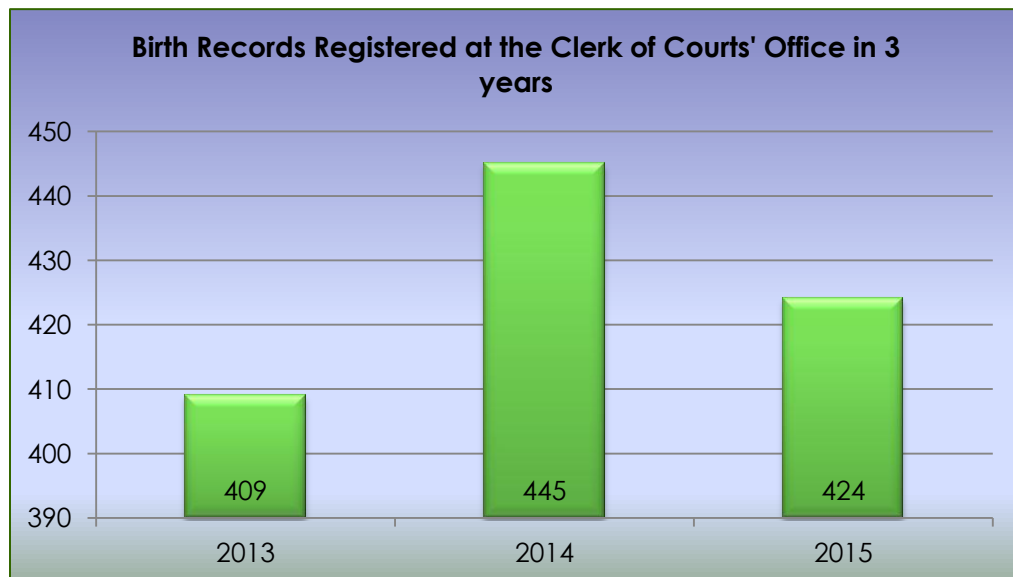
1. Birth Records



Martha Iskawa helping customer at counter.

Four hundred and twenty four (424) birth certificates were registered at the Office of the Clerk of Courts in 2015.

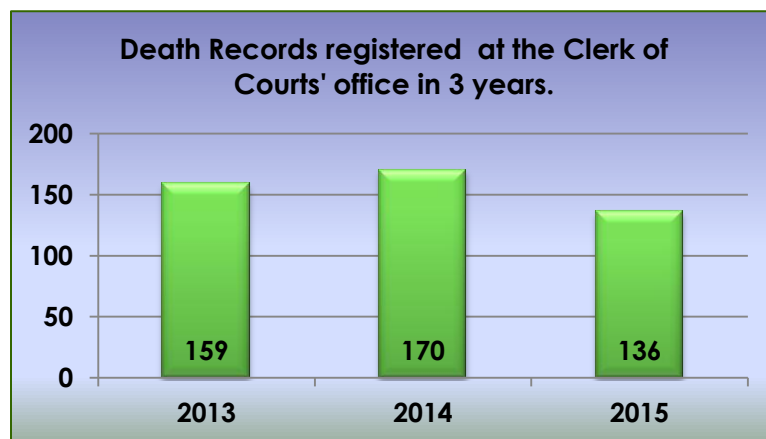
2015	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
REGULAR	24	20	21	14	26	24	24	14	25	16	6	13	227
OUTSIDE	8	11	9	22	17	18	45	16	26	7	8	4	191
LATE BIRTH	0	0	1	2	1	1	0	0	0	1	0	0	6
TOTAL	32	31	31	38	44	43	69	30	51	24	14	17	424



2. Death Records

One hundred and thirty six (136) death certificates were registered at the office of the Clerk of Courts in 2015.

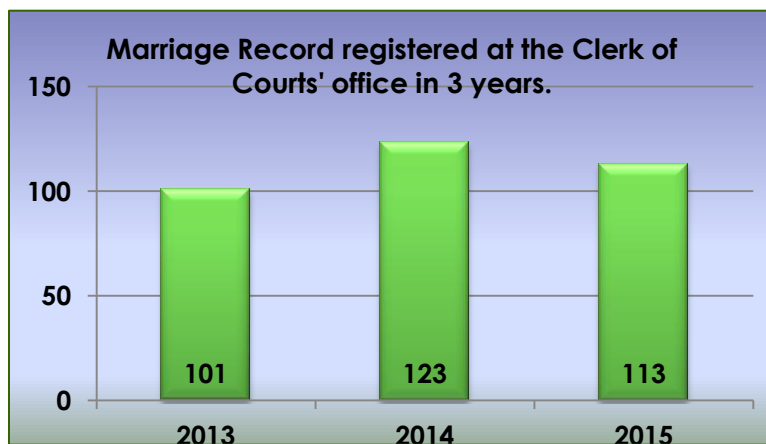
2015	JAN	FEB	MAR	APR	MAY	JUN	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
DOMESTIC	20	8	15	16	11	13	4	14	8	6	8	4	127
FOREIGN	1	0	0	1	0	1	0	2	1	2	0	1	9
TOTAL	21	8	15	17	11	14	4	16	9	8	8	5	136



3. Marriage Records

One hundred and thirteen (113) marriage records were registered at the Office of the Clerk of Courts in 2015.

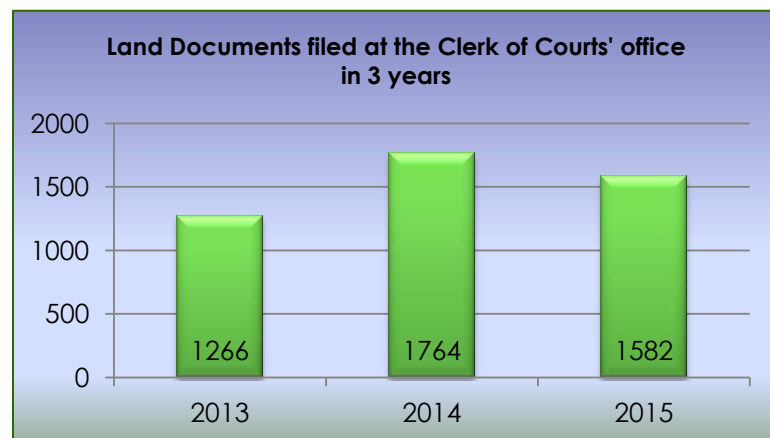
2015	JAN	FEB	MAR	APR	MAY	JUNE	JULY	AUG	SEPT	OCT	NOV	DEC	TOTAL
CITIZEN	1	1	0	1	2	0	2	0	2	2	0	1	12
NON-CITIZEN	6	12	7	5	3	5	7	2	4	4	1	1	57
CUSTOMARY	5	3	4	4	3	4	3	2	3	2	3	3	39
FOREIGN	0	0	1	2	0	0	0	0	0	0	2	0	5
TOTAL	12	16	12	12	8	9	12	4	9	8	6	5	113



4. Land Records

One thousand five hundred eighty two (1,582) land records were registered at the Office of the Clerk of Courts in 2015.

2015	JAN	FEB	MAR	APR	MAY	JUNE	JUL	AUG	SEPT	OCT	NOV	DEC	TOTAL
CT	38	47	81	66	53	31	59	18	18	86	30	9	536
D.O.	9	3	135	1	4	11	17	40	21	78	3	34	356
DEED	17	14	20	6	10	23	29	17	14	12	14	10	186
LEASE	14	27	30	16	36	23	24	26	37	25	26	27	311
MORTGAGE	14	8	16	8	7	10	9	12	19	19	4	3	129
LAND USE RIGHT	0	1	3	1	4	2	4	1	2	4	0	2	24
OTHERS	4	1	3	1	5	1	3	5	5	7	4	1	40
TOTAL	96	101	288	99	119	101	145	119	116	231	81	86	1,582



5. Land Registry

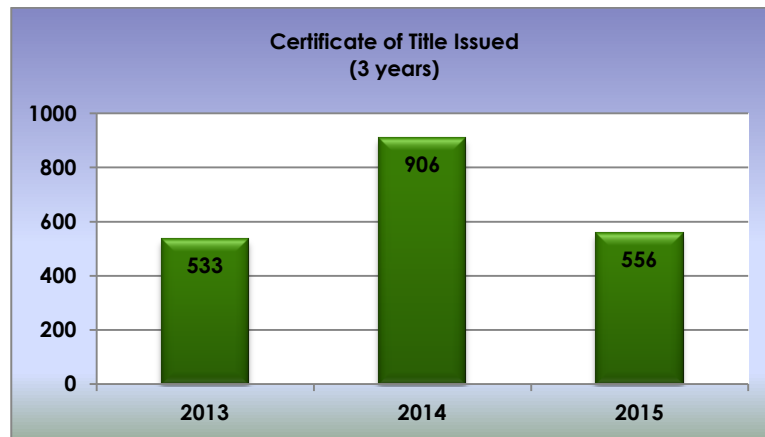


Juanita 'Ota' Udui and Leoniza S. Chiokai

This part of the Clerk of Courts' Office plays a vital role in land matters. The Registrar records all documents that transfer title to land and supervises the operation of the Land Registry Section. This section is the repository for all property plats and final cadastral maps, certificates of title, determinations of ownership, and other land-related documents.

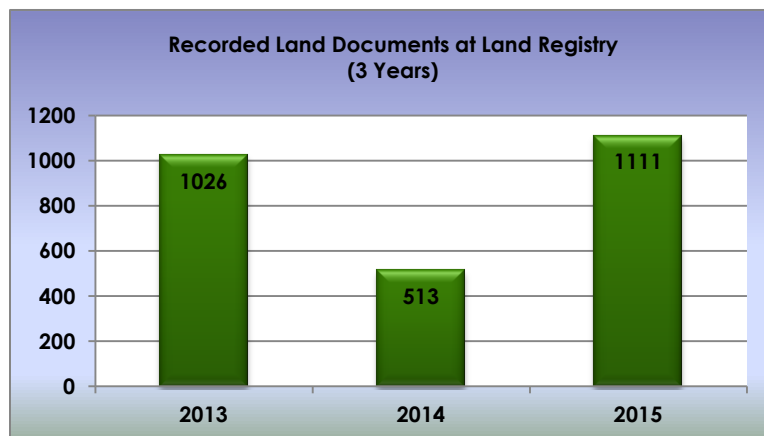
In 2015, five hundred and fifty six (556) Certificate of Titles (CT) were issued by the office of the Land Registry.

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
CT issued based on DO	0	32	40	49	0	5	12	0	2	58	8	0	206
Transfer by Court Order	5	3	29	9	8	7	15	0	7	5	2	0	90
Transfer by Deed	16	10	21	22	14	19	29	17	10	19	14	8	199
Replacement/Lost Certificates	2	1	0	0	0	0	2	1	3	0	3	0	12
Re-Issue (Change of Trustee/Name Change or Correction)	0	0	0	6	0	0	2	0	0	1	0	0	9
Re-Issue - Parcel Split	16	1	7	5	6	1	0	0	0	1	2	1	40
TOTAL	39	47	97	91	28	32	60	18	22	84	29	9	556



Total of one thousand one hundred and eleven (1,111) land documents were recorded with the Land Registry in 2015.

	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Deeds	12	13	22	15	9	22	25	14	15	13	14	9	183
Mortgages	8	5	12	2	4	3	7	6	9	11	1	0	68
Certificate of Title	39	47	97	91	28	32	60	18	22	84	29	9	556
Finalized Maps	9	5	23	3	4	0	8	0	3	16	2	1	74
Miscellaneous Easements	8	13	14	21	38	18	20	13	25	22	20	16	228
Easements	1	0	0	0	1	0	0	0	0	0	0	0	2
TOTAL	77	83	168	132	84	75	120	51	74	146	66	35	1111



6. Land Court Mediation

In 2015, four (4) land cases went to Mediation and two (2) of them were resolved and two (2) are pending results.

7. Supreme Court Mediation

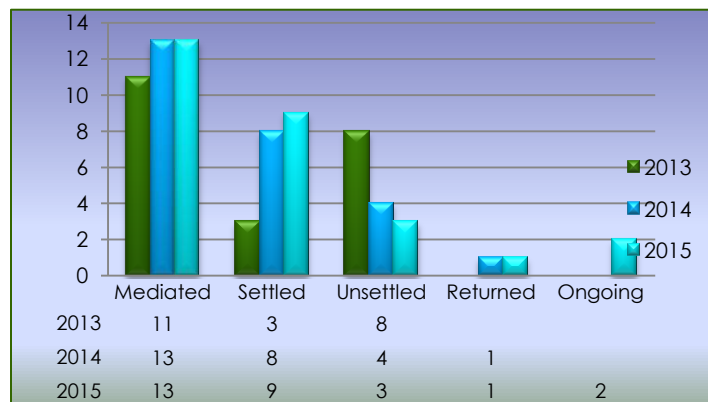
Pursuant to Article X, section 14, of the Constitution of the Republic of Palau, the Supreme Court added "Rule 72: Initiation of Mediation Procedures" to the Rules of



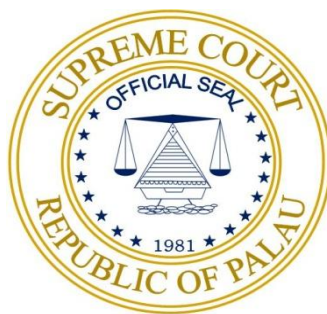
Sherwin Yamanguchi

Civil Procedures on February 27, 2013. Mediation is an extrajudicial procedure for resolving civil disputes. A mediator facilitates negotiation between parties and assists them in trying to reach a settlement. The mediator, however, does not have the authority to impose a settlement upon the parties. Mediators are court staff, judges, and some local attorneys (acting pro bono).

The following chart shows the success of cases that goes through mediation over the past 3 years.



The Court strongly encourages people who have legal disputes to use the Supreme Court's Mediation Program to resolve their differences.



The Office of the Clerk of Courts Staff



From Left to Right: Sherwin Yamanguchi, Ikrebai Blesam, Ludee Dechol Kotaro, Myla Makka Oimei, Madeline Tengeluk, Sylver Swenny, Efrechia Kazuma, Dillaine Ueki, Zonalynn Esau Jonathan, Sherene Adolf, Allison Sengebau, Viola Staphanus, Petra Glen, and Tyson Tkel. Not in Picture: Juanita Udui, Leoniza S. Chiokai, Raymond Ongino

D. Marshal Division

The Marshal Division was created in 1998. The marshals are responsible for serving court documents, executing bench warrants, acting as bailiffs, and providing security for all of the courts. The marshals are also authorized to make court-ordered arrests.

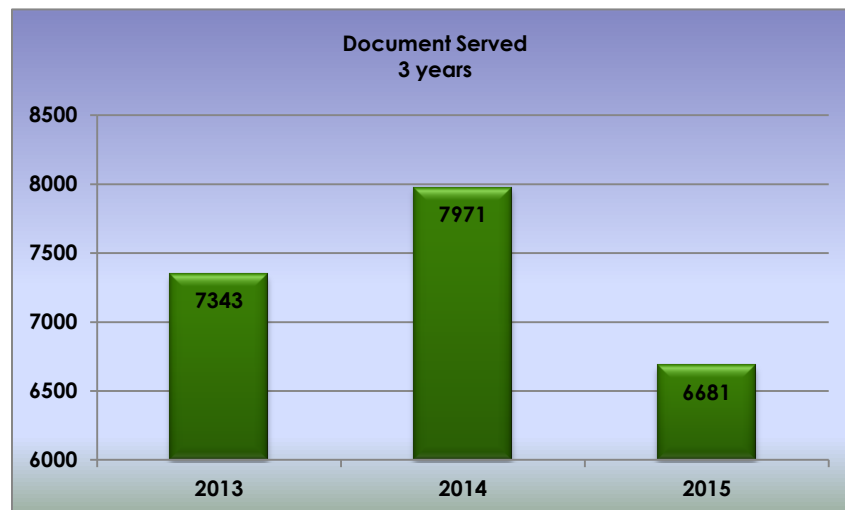
1. Documents Services

This division served a total of six thousand six hundred and eighty-one (6,681) documents in 2015.



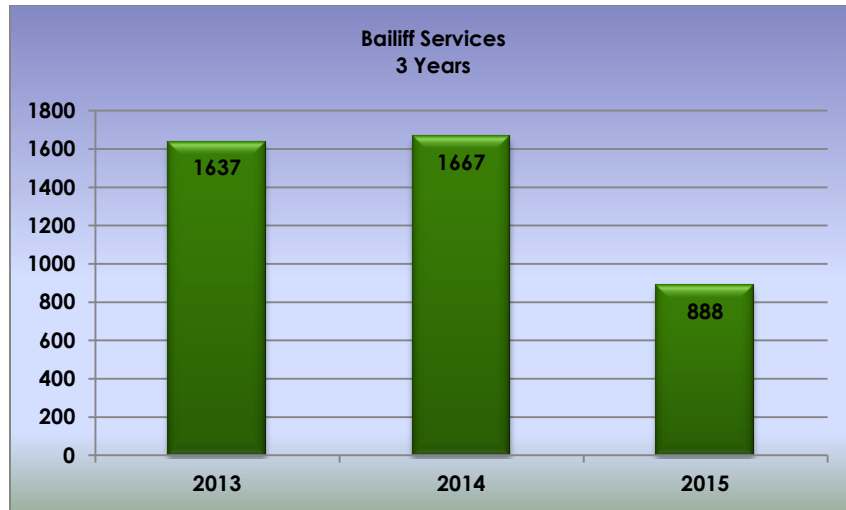
Chief Marshal Florence Johnny Sokau

<u>Year 2015</u>	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Land Court Docs.	99	145	176	212	86	82	68	173	148	111	126	59	1485
Bench Warrants	10	10	3	7	7	7	8	4	9	5	7	2	79
Penal Summons	225	244	237	242	172	153	114	180	202	160	194	218	2341
Summons	266	193	185	201	256	184	160	194	271	247	322	297	2776
Total													6681



2. Bailiff Services

<u>Year 2015</u>	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP	OCT	NOV	DEC	TOTAL
Court Hearings	34	111	37	100	64	66	78	112	80	48	55	52	837
Land Court Hearings	7	0	1	1	25	3	0	4	6	1	1	2	51
Total													888



Additional services rendered by the marshals include night monitoring of probationers and the judges' residences. Two marshals are on duty every night.



Left to Right: William Andrew, Bailey Eberdong, Flavin Rubasch, David Tarimel.

Through our membership at BEEA, four (4) Palau High School seniors namely Kemp Etpison, CJ Mira, Lizvette S. Lucky and Alomar T. Osima are currently performing their Practicum with the Marshal's Division. With consented waiver form from their parents, they are allowed on the job training with the field Marshals in the service of civil, criminal and land court documents to include services of the newly enacted Family Protection Act (FPA) documents. These students

also receive hands on observation on Bailiffs operation inside the courtrooms, security details within the Judiciary compound and receiving and recording documents for service and stamp filing.

The Marshal Division also has operation at the Judiciary building at Ngerulmud Melekeok. One marshal officer is stationed there every day, and when court hearings are held there, additional court marshals are assigned to the capital.



Jack Meltel

The Court Marshals



From Left to Right: William Andrew, Raldston Ngirenkoi, David Tarimel, Flavin Rubasech, Florence Johnny Sokau, Cain Tmekei, Young Sikyang, Jr., Bailey Eberdong, Neil Ringang, Romeo Reddin. Not in picture: Jack Meltel



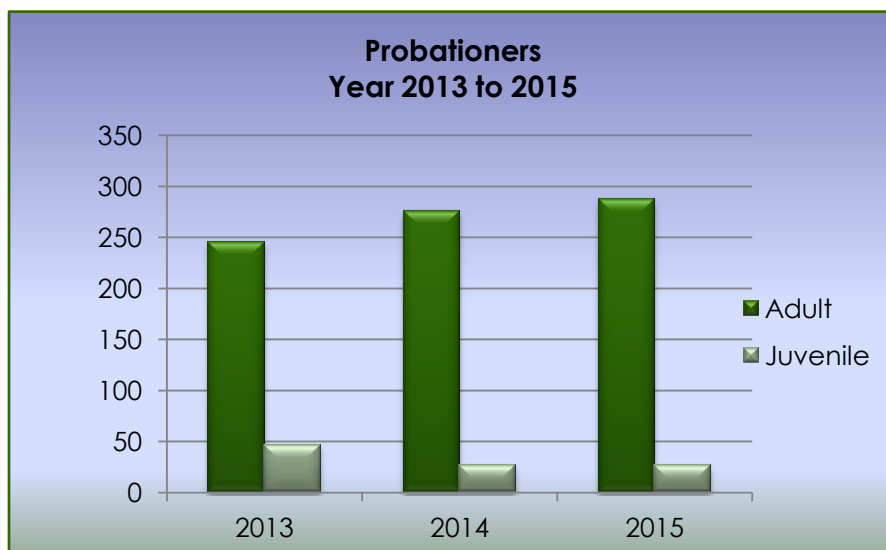
Chief Probation Officer Clara Rechebei

E. Probation Office

The Office of Probation monitors and submits reports on criminal offenders sentenced to probation. The Office seeks to ensure that the terms and conditions of probation are met by providing educational and job placement assistance and counseling. The Office of Probation also prepares and submits pre-sentencing reports to the Court to assist with determining appropriate sentence of criminal offenders.

Probation Office supervises 314 probationers where 287 are Adults while 27 are Juveniles. There are two (2) Probation Officers, one Probation Clerk and the Chief Probation Officer.

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Adults	245	275	287
Juveniles	47	27	27



The Probation Officers are Persilla Rengiil and Vierra Toribiong. The Probation Clerk is Alvera Azuma and Clara N. Rechebei is the Chief Probation Officer.

Probation Office at this time has a vacancy for an additional Probation Officer and the process of hiring is underway.

Accomplishments:

The year 2015 began with the former Chief Probation



*Standing: Noah Abel, Palau High School Student
Sitting: Persilla Rengiil*

Officer Cleory Cleophas resigning in April to become the Chief of the Patrol Division of the Bureau of Public Safety. Through his hard work he was able to secure funding from (Partnership for Success Grant Program, PFS) in the amount of \$30,000.00. The grant program aims to establish, strengthen, and mobilize communities and partners to prevent alcohol use, abuse, and misuse among all youth under the age of 21 in the Republic of Palau.

Probation Office will be utilizing this grant to target Juvenile probationers to strengthen monitoring to ensure they satisfy all their conditions of probation and to continue their education. In addition, grant funds will be used to hold a community outreach program to educate the public, especially the youth, of the serious consequences of committing crimes and the harmful effects of the use, misuse and abuse of alcohol and other substances.

2015 is the planning stage of the grant, and Probation Office has begun to secure much needed office equipment such as computers, telephones, copy machine, fax machine and a vehicle dedicated to making community outreach programs as well as reaching out to the Juvenile clients who reside in the outlying states.

Fortunately, Probation Office has also been able to secure the old office in Koror Court to ensure continuous probation services for the large population residing in Koror while also maintaining the probation office in capitol to service probationers in the outlying states.

The Probation Office is open from Monday to Friday from 7:30 a.m. to 4:30 p.m. except for holidays. There are two Probation Officers in Koror with the Chief Probation Officer and Probation Clerk at the office in the capital.



Vierra Toribiong

Probation Office in Koror can be contacted at telephone numbers 488-4979, 2607 or 3331 at extension number 286, 298, and 300 and also 767-2482 or 2607 and extension numbers 7093, 7028 and 7034 for the office at the capitol.

Last but not least, for almost a year now, Probation Office has been conducting night monitoring of the Juvenile probationers on weekends. So far, it has made an impact on the Juvenile probationers as we have begun to see more compliance with the conditions of their probation especially on curfew.

This is all possible through the full commitment and Passion of Probation Officer Vierra Toribiong to be willing to conduct monitoring on Friday nights and Saturday nights.

At this time, the night monitoring coincides with the Marshals night duties securing the Court building and the Justices residence; when the Probation Office procures its own vehicle and an additional Probation Officer, we plan to expand the night monitoring program to the outlying states and also to include hard core adult probationers.

Probation Office is a member of the Youth Service Team that was organized by former Attorney General Victoria Roe, Senior Judge Rudimch in partnership with other governmental and non-profit agencies/organizations and groups working together to help the youth who are already in the Justice system as well as find ways to help prevent other youth so they will not end up in the system.



Alvera Azuma

In support of the Youth Service Team, which is now called Juvenile Justice Working Group chaired by Senator Uduch S. Senior, NGARA UBENG program has been established. Probation Officer Vierra Toribiong is the representative of the Probation in this organization.

The Ngara Ubeng is a non-profit organization which was created to help youth find employment and to pay fines and restitution through their employment.

The Ngara Ubeng is also helping Probation Officers with community service placement and monitoring hours for completion.

Currently, there are ten (10) probationers in the program while six (6) more probationers are on a waiting list to soon start working on another project from the Palau Public Utility Corporation called "Mosquito Extermination".

F. Law Library



Law Librarian Halora Paulus

Singichi Ikesakes Library in Koror and Moses Mokoll Memorial Library in Ngerulmud houses approximately 13,000 volumes. These volumes include all sources of Palauan law, such as the reported decisions of the Palau Supreme Court, the Palau National Code, rules of procedure and evidence promulgated by the Supreme Court, regulations issued by Executive Branch agencies, and

legislative history published by the Olbiil Era Kelulau. The Law Library's collection also includes the Trust Territory Reports and Trust Territory Code, as well as case law reporters from other jurisdictions of the Pacific region.

Also available is an extensive collection of law sources from the United States, including the United States Supreme Court Reporter, the Federal Reporter, the Federal Supplement, the Pacific Reporter (which contains case law from selected U.S. states), Federal Practice & Procedures, American Jurisprudence, the Restatements of the Law, the Pacific and Federal digests, as well as an array of legal treatises and other reference books.



Syringa Gulibert

Also exhibited in the Ikesakes Library is the Carlos H. Salii Memorial Library, which contains over 900 volumes and a number of Palauan artifacts, such as storyboards, spear guns, a canoe paddle, shells, miniature carvings of Abais, canoes, rafts, and a sail vessel among other hand-crafted works.

The Law Library strives to maintain updated copies of statutes, court rules, and agency regulations of the Republic of Palau for the judges, attorneys, and general public and is open 7:30am to 4:30pm Mondays through Fridays except on legal holidays. Arrangements may be made with the law librarian, no later than 3:30pm on Thursday, to use the law library during weekend hours, personnel overtime will be charged to the library client. Photocopying is available at \$0.15 per copy for bar members and \$0.50 for the general public.



Law Library Customer

Additionally, the public is now able to do Land Title search on Judiciary's Case management system.

G. Management Information Systems (MIS)



MIS Director Doran Inabo

The MIS Division provides the Judiciary with computer technology resources. The Division maintains a networked database that provides ready access to records and cases to all court staff. Records are accessed quickly to serve the public more efficiently. A single station is available at the Singchi Ikesakes Law Library in Koror for the members of the public to do research on Land documents.

With substantial financial assistance from the Taiwan government, the Judiciary was able to launch its Judiciary Information Systems (JIS) in November 2011. JIS is a web-based database program and is accessible at both the Koror



Rhine Remoket

and Melekeok Judiciary locations. The system aids the court in case and resource management and administrative services. The court continues to seek ways to utilize technology to provide better customer service and is researching ways and funding to expand the JIS system. Before the completion of year 2016, the Judiciary aims to have a searchable website. The public will be able to do search on case opinions and decision for most cases.

H. Budget Office and Property Management

1. Budget Office

The Budget Office is responsible for managing the financial resources of the Judiciary in accordance with the laws, regulations, and policies of the Republic of Palau.



Lorena Miyuki

The Budget Office oversees the following: (1) financial statements and reporting; (2) cash receipts; (3) accounts receivable; (4) cash disbursements; (5) accounts payable; (6) appropriations; (7) audit; (8) revenue forecast; (9) seek grants; and (10) budget.



Marcella April

The office provides a comprehensive financial management system that is efficient, effective, independent, and accountable.

Accomplishments:

Budget Office solicited grants from the Republic of China, Taiwan through the National Government to improve and upgrade the existing Judicial Information System in the amount of \$184,000. This Judicial Information System was created in 2011 through funding by a grant from the Republic of China, Taiwan in 2011 in the amount of \$850,000. This same funding agency through the Republic of China funded the construction of the Pablo Ringang Building in the amount of \$400,000 in 2014. In 2015, the Ministry of Health



Budget/Grant Liaison Officer Rose Ongalibang



Bridget Iyar

received grant funds and were able to use such funds to send three Court Marshals to attend a U.S. National Liquor Law Enforcement Conference in Colorado.

2. Property Management

The Property Management Office maintains the Court's buildings and grounds, maintains an inventory of the Court's property, and procures supplies for use in the administration of the Judiciary.

Accomplishments:

Property Management Office started the renovation projects in 2015 to give the Judiciary an aesthetic look that complements the new Pablo Ringang Building. These renovations include courtrooms, judicial chambers, conference rooms, the Probation Office, and installation of new windows designed to give this historical building an aesthetic new look.



Property Management Boys (L-R): *Edward Tadao, Paul Basilius, John Mark Ngirmekur. Not in picture: Nelson Ngiratmab*

Another highlight is the restoration of an old Japanese water tank that plays a significant role in providing water to the courts now that we are going through the drought season. The water tank serves the new Pablo Ringang Building and the Law Library so that services can continue as usual while still maintaining a hygienic working environment.

I. Office of the Court Counsels



Court Counsel Ethan Bercot

Court Counsels assist in provide advice on the operations. The Office under contract for one year of U.S. federal and state

The Office of the Court Counsel is primarily responsible for assisting the Justices and Judges with legal research related to cases that come before the



Court Counsel Brian Eggleston

Court. In addition, preparing court publications and legality of administrative consists of two to three attorneys and recruited from the law clerks courts.



Court Counsel Mira Serrill-Robins

J. Human Resource Office



Human Resource Specialist Hasinta Tabelual

The Human Resource office is responsible for overseeing personnel matters, including hiring, performance evaluations, pay raises, and training for staff. The Office also maintains personnel files for every Judiciary employee and processes contracts for those employees who are hired on a contractual basis.

In trying to achieve the overall goal for the Human Resource Office to provide a well versed workforce of the Palau Judiciary, the Human Resource Specialist began searching for opportunities for all staff to further their education in various fields that are needed in our judicial system. The field of study that we were interested in were for our support staff in development of their current positions in our courts. We went to our very own community college, Palau Community College (PCC), for help. We started requesting them in the fall of 2010 and continued our communication with them until a Cohort was established for us in 2012. The college was able to set up a Cohort program for Palau

Judiciary and Ministry of Justice to start students in the field of Criminal Justice and Office Administration/Business. The program started with an aim of graduating students who are presently working in these government agencies with an Associate of Science and Associate of Arts degrees in these two fields and continue on to their Bachelors while working. In the fall of 2012 we were able to start 10 of our staff in this program where they were able to start their field of study and were released earlier in the day from work to attend classes. The Judiciary supports them by allowing them to attend classes during working hours and still get paid. They were all eligible for financial aid to pursue their studies. They were all taking classes from 3:45 P.M. to the early evening hours and have maintained their course of study up until today. Some of them were taking class as full time students at an average of 4 courses a semester while others were on a part-time status taking 2 courses a semester.

With these said, the Human Resource Office is proud to say that some of our staffs are expected to graduate this spring of 2016 and in the fall of this year also. They will be receiving their associate degrees and will be eligible to start on their bachelor degrees. Most of them are in the field of Criminal Justice and some are in Office Administration/Business.

In correlation to the route that the Judiciary has taken to enhance its workforce, the Chief Justice, who is an advocate of higher education, has endorsed a new Judiciary Job Evaluation user guide. In October of 2015, the Judiciary contracted **BEHST Inc.** to conduct a position evaluations and ranking guidelines for the Judiciary civil service positions. Most positions, titles and salaries were changed based on the new Job Evaluation and Ranking Guidelines in the beginning of 2016. The study was done thoroughly using eleven factoring base beginning with knowledge, education and training, interpersonal and communication skills, thinking skills/problem solving, development and leadership of others, initiative, accountability, independence, responsibility to the community, responsibility for finance resources, responsibility for physical and environmental resources, concentration/alertness, physical demands and finally environmental demands and working conditions. The qualifications were raised to a higher level where most entry level positions would require at the very least a minimum of a 2- year degree with an average of 3 to 5 years of experience in the

related field that is required for that position. The study was done with the assistance of all department heads and the Human Resource Office in providing all the duties and responsibilities of each staff in their various departments to the BEHST Inc. so they were able to complete it. This study also came with a Position Summary Evaluation Guide and a Salary Band Table that we used to grandfather our existing employees into the new Pay level and Job titles that were created. We now have a new position guide that helps promote our employees in their work and educational growth in each individual field of work within the Palau Judiciary system. This study is definitely one that makes room for growth in our jobs here at the Palau Judiciary and we are proud to be part of this branch of the Government. It is therefore not an accident that we started going to school in 2012 because we have come to realize that continued effort to better ourselves bring lots of growth to each of us individually and as well as a well versed workforce to the Palau Judiciary.

In addition to the employees of the Palau Judiciary, we are members of Belau Educators Employers Alliance (BEEA) and we accommodate our only public high school throughout the school year by providing job shadowing, career mentoring and work base practicum. During a school year the Judiciary accepts between seven to ten students to do their various career orientation courses with us. In the summer, the Judiciary also participates in the Summer Work Experience Program (SWEP) for 8 weeks, providing 8 weeks of full time work for students from different high schools in Palau. The program is streamlined from the Ministry of Education and the students accepted are taken from the list of students who expressed interests in working with the Judiciary.

1. Court Personnel (as of March 2016)

<u>Name</u>	<u>Title</u>	<u>Length of Service with Judiciary</u>
<u>Judges</u>		
Arthur Ngiraklsong	Chief Justice	29 years & 6 months
Kathleen M. Sali	Associate Justice	15 years & 6 months
Mary Lourdes F. Materne	Associate Justice	13 years & 9 months
R. Ashby Pate	Associate Justice	2 years & 11 months
Honora E. Remengesau Rudimch	Senior Judge, COCP	10 years & 4 months
C. Quay Polloi	Senior Judge, Land Court	8 years & 6 months
Rose Mary Skebong	Associate Judge, Land Court	12 years & 10 months
Salvador Ingerekli	Associate Judge, Land Court	12 years & 10 months

4 male Judges and 4 female Judges

Part time Judges

Roman Bedor	Trial Counselor Judge (Part-time)	-
OldiaisNgiraiKelau	Attorney Judge (Part-time)	-
Grace Yano	Non-Attorney Judge (Part-time)	-
Daniel R. Foley	Part-Time Associate Justice	3 years
Katherine A. Maraman	Part-Time Associate Justice	8 years

3 male Part-time judges and 2 female Part-time judges

Court Counsels

Ethan Bercot	Senior Court Counsel	7 months
Brian Eggleston	Court Counsel	5 months
Mira Serrill-Robins	Court Counsel	6 months

2 male Court Counsels and 1 female

Office of the Chief Justice

Luisa Kumangai	Special Assistant to the Chief Justice	13 years
Usong Telei	Chambers Administrator	3 year & 5 months

1 male and 1 female in the Office of the Chief Justice

Administration

Wanda T. Remeliik	Deputy Administrative Director	2 months
Hasinta Tabelual	Human Resource Specialist	13 years & 4 months

2 females and no male in the Administration Office

Budget Office

Rosalinda Ongalibang	Budget Officer/Grant Liaison Officer	23 years & 8 months
Marcella April	Senior Budget Officer	24 years & 1mo.
Lorena Miyuki	Accounts Specialist	21 years& 1mo.
Bridget Iyar	Senior Accounts Specialist	9 months

4 females and no males in the Budget Office

Clerk of Courts

Allison Sengebau	Clerk of Courts	18 years & 7 months
Sherwin Yamanguchi	Courtroom_Clerk Interpreter III	14 years & 11months
Juanita Udui	Land Title Registrar	25 years & 2 months
Clarinda S. Alexander	Chamber Clerk(assigned to AJ Salii)	25 years & 2 months
Raymond Ongino	Clerk III	15 years& 11months
Madeline Tengeluk	Case Management Coordinator	6 years & 3 months
Martha Iskawa	Clerk III	25 years & 5 months
Myla M. Oimei	Courtroom Clerk_Interpreter I	7 years & 2 months
Viola Stephanus	Chamber Clerk (assigned to SJ Rudimch)	11 years & 9 months
Dillaine Ueki	Chamber Clerk (assigned to AJ Materne)	13 years & 9 months
Sherene Adolf	Courtroom Clerk_Interpreter I	7years& 6 months
Leoniza S. Chiokai	Land Title Doc. Technician	13 years& 3 months
Ikrebai Blesam	Clerk IV (assigned to AJ Pate)	13 years & 8 months
Petra Glenn	Clerk I (assigned to SJ Polloi)	12 years & 2 months
Lue Dee Kotaro	Courtroom Clerk _Interpreter I	10 months
Sylver Swenny	Courtroom Clerk _Interpreter I	1 year & 2 months
Efrecia Kazuma	Clerk II	1year & 10 months
Tyson Tkel	Courtroom Clerk _Interpreter I	1 year & 1 month
Zonalynn Jonathan	Courtroom Clerk _Interpreter I	12 months

14 females and 4 males in the office of the Clerk of Courts**Law Library**

Halora Paulus	Law Librarian	7 months
Syringa Gulibert	Asst. Law Librarian/Archivist	2 year & 2 months

2 females and 0 male in the Law Library**Marshal Division**

Florence J. A. Sokau	Chief Marshal	8 years & 11 months
Dave Tarimel	Court Marshal III	21 years & 3 months
Jack Meltel	Court Marshal III	18 years & 10 months
Caine Tmekei	Court Marshal II	1 year & 2 months
Flavin Rubasech	Court Marshal II	16 years & 6 months
Bailey Eberdong	Court Marshal II	13 years & 6 months
Romeo Reddin	Court Marshal III	16 years & 2 months
Raldston K. Ngirengkoi	Court Marshal II	7 years & 1 month
Jr-Young Sikyang	Court Marshal II	6 years & 7 months
Neil Ringang	Court Marshal II	5 years & 10 months
William Andrew	Court Marshal I	10 months

0 female and 11 males in the Marshal Division**Probation Office**

Clara Rechebei	Chief Probation Officer	28 years & 3 months
Persilla Rengil	Probation Officer	9 years & 6 months
Vierra J. Toribiong	Probation Officer	1 year
Alvera Joy Azuma	Probation Clerk	5 years

3 female and 1 male in Probation Office**Property Management**

John Mark Ngirmekur	Maintenance Technician I	5 years & 6 months
Edward Tadao	Maintenance Technician III	17 years & 1 months
Nelson Ngiratmab	Maintenance Technician III	17 years & 8 months
Paul Basilius	Maintenance Technician II	15 years & 8 months
Noel I. Sadang	Maintenance Technician I	7 years & 5 months

0 female and 5 males in Property Management**MIS**

Doran Inabo	MIS Director	13 years & 2 months
Rhine Remoket	Computer Technician	9 months

1 female and 1 male in MIS



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Photographs are courtesy of
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