



BEFORE THE 2016 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC16-021

**RELATIVE TO RECOGNIZING MS. JESSICA CRUZ FOR COMPLETION OF THE
JUDICIARY OF GUAM TALENT MANAGEMENT PROGRAM
TRACK 1 - LEADERSHIP DEVELOPMENT**

- WHEREAS,** the Judiciary of Guam Talent Management Program, or TMP, approved by the Judiciary of Guam pursuant to Resolution No. JC13-001, was established as a succession planning tool to anticipate and meet future staffing needs by developing qualified, talented personnel;
- WHEREAS,** the TMP Program Track 1 – Leadership Development is focused on developing internal staff, thus ensuring a talent pool of qualified and trained candidates for critical leadership and management positions;
- WHEREAS,** Ms. Jessica Cruz was accepted into TMP Program Track 1 – Leadership Development, which involved a multi-source assessment process to identify and assess strengths and developmental needs, and the creation and completion of an Individual Development Plan that included additional education, training, and work assignments;
- WHEREAS,** during the course of her participation in the TMP Program Track 1, Ms. Cruz completed the following education and training in her Individual Development Plan; to include taking courses in CourtTools: Court Performance Standards at the National Center for State Courts, as well as courses in Fundamentals in Caseflow Management, and Administration and Management of Criminal Justice Institutions;
- WHEREAS,** Ms. Cruz undertook additional projects and work assignments as part of her Individual Development Plan, to include conducting in-house training in customer service, and weekend magistrate procedures; participating in Courts & Ministerial Division management-level planning including budget preparation, caseflow analysis; and taking the lead in division projects including transfer of records, addressing the backlog in notices for traffic citation appearances, and an inventory of case files and exhibits;
- WHEREAS,** in addition to the work required as a participant in the TMP Program Track 1, Ms. Cruz continued to perform duties required of her current position as the Chief Deputy Clerk of Court of the Superior Court of Guam;

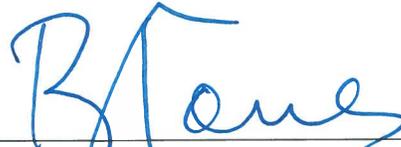
WHEREAS, it has been determined by the TMP Review Team that Ms. Cruz has achieved compliance with the 6 Core Competencies applicable to all Judiciary personnel, and the 8 Senior Management Competencies of the TMP Program, and that she has achieved TMP readiness;

WHEREAS, the commitment and dedication exhibited by Ms. Jessica Cruz is demonstrated by her outstanding achievement as a graduate of the TMP Program;

NOW, THEREFORE, BE IT RESOLVED that Ms. Jessica Cruz be recognized as graduating from the Judiciary of Guam TMP Program,

BE IT FURTHER RESOLVED that Ms. Jessica Cruz shall receive a 1-step TMP Readiness Salary Adjustment (or 3.5% of annual salary) as provided in the TMP Policies and Procedures.

DULY ADOPTED this 20th day of October, 2016, at a duly noticed meeting of the Judicial Council of Guam.



ROBERT J. TORRES, Chairman

Dated: _____

10-25-16

ATTEST:



JOANNA S. McDONALD, Secretary

Dated: _____

10-25-16