



BEFORE THE 2016 JUDICIAL COUNCIL OF GUAM

RESOLUTION NO. JC16-022

**RELATIVE TO RECOGNIZING MS. SERENA T. HERNANDEZ 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. Serena T. Hernandez 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. Hernandez completed several education and training courses described in her Individual Development Plan, including CourtTools: Court Performance Standards, Fundamentals in Caseflow Management, Administration and Management of Criminal Justice Institutions, and “Different Work - A First Course in Effective Supervision”; as well as the Pacific Judicial Council Court Clerks and Managers Training, and in-house training entitled Introduction to Procurement, Grant Budgeting and Grant Writing Workshop;
- WHEREAS,** Ms. Hernandez undertook additional projects and work assignments as part of her Individual Development Plan, to include creating a JustWare standard operating procedure for securing courtroom interpreters and for bailiff duties, assisting with in-house training in customer service, and engaging in participating strategic planning committee meetings; as well as actively participating in courtwide employee activities such as the Labor Day Picnic and the Employee Recognition Program, and serving as IFIK Treasurer;

WHEREAS, in addition to the work required as a participant in the TMP Program Track 1, Ms. Hernandez continued to perform duties required of her current position as a Courtroom/Chamber Clerk at the Superior Court of Guam, and earn a Bachelor's of Science degree in Public Administration and a Master's in Public Administration degree from the University of Guam;

WHEREAS, it has been determined by the TMP Review Team that Ms. Hernandez 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. Hernandez is demonstrated by her outstanding achievement as a graduate of the TMP Program;

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

BE IT FURTHER RESOLVED that Ms. Serena T. Hernandez 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