

#### JUDICIARY OF GUAM

Administrative Office of the Courts Guam Judicial Center • 120 West O'Brien Dr • Hagåtña, Gu. 96910 Tel: (671) 475-3544 • Fax: (671) 477-3184



November 1, 2021

VIA: Hand Delivery/
Email Address at:

Jesse.Quenga@ethics.guam.gov
Pamela.Mabazza@ethics.guam.gov

Mr. Jesse Quenga, Executive Director Guam Ethics Commission GCIC Building 414 W. Soledad Avenue Hagatna, Guam 96910

RE: Updated Judiciary of Guam Ethics Training Compliance Report

Dear Director Quenga:

This Ethics Training Compliance Report for the Judiciary of Guam ("Judiciary") is submitted to the Guam Ethics Commission in compliance with 4 GCA §§ 15409(c) and 15410(d), as added by P.L. 36-25 on May 12, 2021. This report supplements the report filed with the Guam Ethics Commission on or about October 29, 2021.

#### This report covers:

- Judiciary employees hired after the enactment of P.L. 36-25 (May 12, 2021) who are required to attend an ethics in government program within six (6) months of employment; and
- Judiciary employees hired prior to enactment of P.L. 36-25 who are required to attend an ethics in government program within thirty-six (36) months of enactment of P.L. 36-25.

As you have been informed by Judiciary Staff Attorney Andrew S. Quenga, the Judiciary is developing its own Ethics Academy, which will train Judiciary employees on the program topics required in 4 GCA § 15410(a). The Judiciary is very grateful to be working with the Ethics Commission on this project and we look to sharing resources and ideas to ensure that the Judiciary is in compliance with statutory training requirements.

Although the Judiciary Ethics Academy is still in the process of developing its ethics curriculum, this week we launched the first Ethics Academy training module covering the Judiciary's recently revised Code of Conduct. Judiciary employees are now being trained on our revised Code of Conduct via recorded videos. **Attachment A** hereto provides an

overview of the Judiciary's Ethics Academy Module 1 and a chart showing modules under development.

While the Judiciary's Ethics Academy is developing, the Judiciary does train new employees on court operations and ethics and compliance issues through regular on-boarding training opportunities. **Attachment B** hereto shows the Judiciary's on-boarding training curriculum. Please note that the on-boarding curriculum does contain a Code of Conduct and Purposes and Responsibilities of the Courts training segment, both of which have ethics matters imbedded in the training curriculum.

Also, to augment training opportunities for employees, the Judiciary established the Leadership Development Academy (LDA) back in October, 2020. To date, the Judiciary has had forty-nine (49) Managers and Supervisors attend this five-day training. **Attachment C** hereto shows the LDA training curriculum. The training covers a variety of training segments that have ethics matters embedded in the curriculum. For instance, the first day of the curriculum covers Leadership Roles and Responsibilities which includes ethics components. Day 5 of the curriculum covers Procurement matters which are required pursuant to law.

The Judiciary also had a number of employees attend a Pacific Judicial Council (PJC) webinar this year that included an ethics and code of conduct training segment. **Attachment D** hereto provides more information on the webinar that Judiciary employees attended back in March and May, 2021.

**Attachment E** hereto includes employees hired after the enactment of P.L. 36-25, who have received the training described above and who are pending the required ethics training. **Attachment F** hereto includes employees hired prior to the enactment of P.L. 36-25, who are pending the required ethics training.

Please feel free to contact me, or our Staff Attorney Andrew S. Quenga if you have any questions on this updated Ethics Training Compliance Report.

Sincerely,

Knitma Z. Band KRISTINA L. BAIRD

Administrator of the Courts

#### Attachments

- A: Judiciary of Guam Ethics Academy Module 1
- B: Judiciary of Guam Onboarding Training Curriculum
- C: LDA Training Curriculum
- D: PJC Webinar
- E: List of Employees Hired After PL36-25-Received/Pending Required Ethics Training
- F: List of Employees Hired Prior to PL36-25-Pending Required Ethics Training

## JUDICIARY OF GUAM ETHICS ACADEMY

## MODULE 1 - PRESENTATION AND OVERVIEW OF THE

## JUDICIARY OF GUAM REVISED CODE OF CONDUCT

#### **OBJECTIVES**

- Ethics Academy's inaugural training session
- Introduce the Revised Code of conduct to JOG employees and set the stage for all subsequent ethics training modules
- Inspire public trust and confidence in the JOG
- Maintain JOG accountability and transparency
  Foster a workplace culture of respect and
- Identify and manage ethical dilemmas in the workplace

honesty

MAIN IDEAS

### OUTCOMES

- Employees will be well equipped to identify ethical challenges in their workplace
- Employees will be prepared to address ethical issues and concerns
- Identify resources for ethical standards JOG's Revised Code of Conduct and Personnel Rules and Regulations
- Eliminate ethics violations to the greatest extent possible

#### TIMELINE

Training platform(s): Zoom webinar, recorded training available on JOG

Judicial Officers

Target audience: All court staff except

Training time: 1 hour

Target date: August 2021

of Conduct

Module 1 Overview of Revised Code

- June 17, 2021 Resolution JC21-013 approval of the JOG Revised Code of Conduct for Judicial Employees with the effective date of
- Sept. 1, 2021
   July 2021 Propose Revised Code of Conduct curriculum to Administrator of the Courts
- August 2021 Begin Revised Code of Conduct Training

## BASIC OUTLINE OF TRAINING

- Establish the purposes of the Ethics Academy and the Revised Code of Conduct Training
- Revised Code of Conduct Overview
- Assessment and expectations

## **ESSENTIAL QUESTIONS**

Overview of the JOG Revised Code of Conduct for Judicial Employees

other than Judicial Officers

Statement

Role of the JOG and its Mission

- Why is a fair and independent judicial system essential to the
- administration of justice?
  How does ethical behavior affect
  our conduct in the workplace?

## ASSESSMENT

- Assessment quiz can be administered digitally via a link or email; hard copies can be furnished upon request
- A completed assessment quiz is required after virtually attending or after viewing recorded webinar of Revised Code of Conduct Training

ATTACHMENT A - Judiciary of Guam Ethics Academy Module 1 Revised Code of Conduct, integrity, VOCABULARY Revised Code of Conduct Training (Approximately 1.5 hours) independence, fairness, honesty, respect 2 <u>≦</u> ≤ ≤ Establish the purpose of the Ethics Academy and the Revised Code of Conduct Training and related JOG policies; determine critical points given limited training timeframe for this module] Overview of the Revised Code of Conduct [Create curriculum for each section of the Revised Code of Conduct; include cross-references to applicable Judicial Council Resolution JC21-013 Big picture (see chart below) Where to submit questions, seek clarification on any part of the Revised Code of Conduct Assessment (sample attached) Curriculum and Training Plan (see below) Purposes and responsibilities of Courts, NCSC curriculum Co-equal branches of government Section II. Judicial Employees Shall Avoid Impropriety and the Appearance of Impropriety in All Their Activities Section I. Judicial Employees Shall Uphold the Integrity and Independence of the JOG How to obtain the Revised Code of Conduct **JOG's Mission Statement** Notice to employees Section VII. Court Managers Section VI. Duty to Report and Violations Section IV. Judicial Employees Shall Conduct Their Outside Activities as to Minimize Conflicts with Their Employment Responsibilities Section III. Judicial Employees Shall Perform Their Duties Impartially and Diligently Section V. Judicial Employees Shall Refrain from Inappropriate Political Activities iv. Request through the Human Resources office Smartphone application Upon hire JOG's intranet administering, receiving and providing feedback training is completed [discuss process for Assessment quiz to be administered after the to employees

## Curriculum and Training.

- Instructors will create scripts on the following Revised Code of Conduct Sections.
- Sessions will be recorded using Zoom.
- Virtual training will launch on August 16, 2021.
- A short assessment quiz will be provided at the end of the training to incorporate an interactive element.
- An evaluation form to critique and provide suggestions will be provided.

	Andread Andrea		7	6	5	4	ω	2	H	Session
	Evaluation	and	Assessment	6 and 7	5	4	3	1 and 2	Introduction	Section
Total			Dawn	Barb	Serge	Danielle	Alicia	Geri	Dawn	Instructor
90			15	10	15	15	15	10	10	Approximate Time (minutes)

Notice and Overview of Module 1



Revised Code of

Conduct

Module 2

Overview of Ethics in Government



Revised Code of



Conduct Sections IV, V, VI, VII and Ethics in Revised Code of Module 4

# JUDICIARY OF GUAM ETHICS ACADEMY

Conduct Sections I, II, III and Ethics in Government Module 3

Government



#### Attachment B Judiciary of Guam Onboarding Agenda and Curriculum

#### JUDICIARY OF GUAM

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HON, F. PHILIP CARBULLIDO CHIEF JUSTICE

HON. ALBERTO C. LAMORENA III PRESIDING JUDGE

KRISTINA L. BAIRD
ADMINISTRATOR OF THE COURTS

#### **On-Boarding Orientation Agenda**

<u>Pres</u>	<u>en</u> t	tation	Material
Link	to	<u>Virtua</u>	l Training

Tuesday, June 29, 2021

8:00am

**HR Meet & Greet** 

8:15am

Welcoming Remarks - Chief Justice F. Philip Carbullido and

Kristina L. Baird, Administrator of the Courts

8:30am

Purposes and Responsibilities of the Courts - Danielle T. Rosete, Clerk of Court, Superior Court &

Hannah G. Arroyo, Clerk of Court, Supreme Court

9:30am

Division Functions - Barbara Jean T. Perez, Human Resources Administrator

10:00am

Code of Conduct - Kristina L. Baird, Administrator of the Courts

11:00am

Break

11:15am

Employment Policies, Procedures and Benefits - Barbara Jean T. Perez, Human Resources

Administrator

12:00pm

Payroll Overview - Jenelyn S. Benlot, Management Officer

12:30pm

I Familian I Kotte (Employees' Association) – Jaylene San Nicolas, IFIK President

12:45pm

Dismissal

Wednesday, June 30, 2021

8:00am

Overview: Policies, Administrative Orders, and Community Relations -

Alicia A.G. Limtiaco, Director of Policy, Planning and Community Relations, Lead Litigation Counsel,

Acting Administrator of Court Programs

8:45am

Drug-Free Workplace Policy - Kristina L. Baird, Administrator of the Courts

and Melissa Casil Chargualaf, Senior Judicial Therapist

9:30am

Break

9:45am

Occupant Emergency Plan – Joseph J. Leon Guerrero, Deputy Chief Marshal

10:45am

Building Security/Active Shooter - Anthony J. Meno, Deputy Marshal Supervisor, Acting

12:00pm

Lunch

1:30pm

Employee Assistance Program (EAP) - Michelle N.B. Cruz, EAP Coordinator

1:45pm

ADA/EEO Awareness and Preventing Sexual Harassment in the Workplace

3:45pm

Break

4:00pm

Supervisory EEO

5:00pm

Survey and Dismissal

## JUDIÇIARY OF GUAM — ONBOARDING ORIENTATION

## Long-term outcomes

- Increase employee job satisfaction and retention
- Accelerate employee effectiveness

## LEVELS OF ONBOARDING

### **FACILITATORS**

TARGET AUDIENCE

KEY LEARNING(S)

Determine training dates

Create learning environment

**Employee Well Being & Safety** Miission & Vision Statement Judiciary of Guam's Strategic Plan

needed workspaces and devices Review i-tech feedback and identify

## PLANNING (HRA & JE)

Identify trainers and participants

Announce training dates

revise training practices and topics Review survey responses, reflect, accordingly

material

training Administer survey upon completion of

## PRE-PLANNING WITH NEW HIRES

Professionalism for video conferencing

Common virtual mishaps i-tech assessment

environment, agenda, and training Provide links to vitual learning

> connection Compliance, clarification, culture, and

**Human Resources Administrator and** 

Judicial Educator

New hires ("participants") to the Judiciary of Guam

PRE-PLANNING WITH TRAINERS

Confirm training dates and times virtual learning environment Request training material and upload to

environment, agenda, and training Provide links to virtual learning Provide trainers with participants' material

feedback

## DAY 1-4 HOURS

Objectives

- increased understanding of the purposes and vision, strategic goals, and priorities responsibilities of the courts, mission statement,
- policies, administrative orders, and community Guam's ("JOG") Code of Conduct, employment increased understanding of the Judiciary of relations
- available resources, and the purposes of the Employees' Association and Employee Assistance increased awareness of division functions,

### Objectives

DAY 2 - 8 HOURS

- employees will understand their rights and responsibilities related to fostering an upon completion of the Occupant Emergency Plan training, employees will be able to inclusive organizational culture as it relates to ADA and EEO; employees will understand how to promote a safe working environment free from harassment and discrimination
- enforcement officials; recognize potential workplace violence indicators; describe actions describe actions to take when confronted with an active shooter and responding law upon completion of the Active Shooter Response training, employees will be able to: identify ways to protect the lives and safety of all JOG employees, safeguard the JOG's to take in order to prevent and prepare for potential active shooter incidents; and records and property, and will be prepared to respond to a broad range of emergencies

describe how to manage the consequences of an active shooter incident



#### Day 1 Monday, October 26, 2020

7:45 A.M.

Virtual Environment Opens

8:15 A.M.

Welcoming Remarks

Chief Justice F. Philip Carbullido

Kristina L. Baird, Administrator of the Courts

8:30 A.M.

Judiciary of Guam Mission,

Vision, and Core Values

Leadership Development Academy Objectives

Introductions & Ice Breaker

Barbara Jean Perez, Human Resources

Administrator

Overview of Training

Presentation Material

Dawn Blas, Judicial Educator

9:00 A.M.

Module 1

Hannah Gutierrez Arroyo, Esq.

Clerk of Court, Supreme Court of Guam

Overview of the Courts and

Leadership Roles and Responsibilities

Danielle Rosete, Esq.

Clerk of Court, Superior Court of Guam

Geraldine Cepeda, Esq.

Compiler of Laws, Supreme Court of Guam Executive Director/Librarian, Guam Law Library

12:30 P.M.

Survey & Adjourn

\*homework announcement



#### Day 2 Tuesday, October 27, 2020

8:00 A.M.

Virtual Environment Opens

8:30 A.M.

Module 2

JOG Performance Evaluation

System

Rhonda Nelson Calvo, Senior Human Resources Management

Officer

Joleen M. Cruz, Senior Human Resources Management Officer

10:30 A.M.

**BREAK** 

10:45 A.M.

Module 3

Barbara Jean Perez, Human Resources Administrator

Managing Human Resources

12:15 P.M.

Survey & Adjourn

\*homework announcement



#### Day 3 Wednesday, October 28, 2020

8:00 A.M.

Virtual Environment Opens

8:30 A.M.

Module 4

Employee Engagement

Obstacles are opportunities!

Melissa Casil Chargualaf, MSCP,

LPC, CSOTP, Senior Judicial

Therapist

10:30 A.M.

**BREAK** 

10:45 A.M.

Module 5

Communication &

Interpersonal Skills

Virginia Williams Yasuhiro, Client

Services and Family Counseling

Administrator

12:15 P.M.

Survey & Adjourn

\*homework announcement



#### Day 4 Thursday, October 29, 2020

Virtual Environment Opens 8:00 A.M.

Linette "Buffy" Perez Module 6 8:30 A.M.

Program Coordinator IV, Equal Employment Opportunity (EEO) Office

Understanding the EEO & ADA

**Complaint Process** Michelle "Nikki" B. Cruz **Employee Assistance Program** 

(EAP) & Americans With Disabilities

Act (ADA) Coordinator

**BREAK** 10:00 A.M.

Alicia A.G. Limtiaco Module 7 10:15 A.M.

Director of Policy, Planning and

Community Relations Leadership vs. Management Conflicts Counsel

Acting Administrator of Court Programs

Module 8 11:45 A.M.

Senior Judicial Therapist **Behavioral Wellness** 

Client Services and Family Counseling Division We are all vulnerable to mental health issues ~ what increases our capacity to successfully navigate the

journey is the understanding and support of others in our lives ~ family, friends, and co-workers

Michelle "Nikki" B. Cruz Employee Assistance Program

**Employee Assistance Program** (EAP) & Americans With Disabilities

Act (ADA) Coordinator

Lisa V. Baza, PhD

\*homework announcement 12:45 P.M. Survey & Adjourn



#### Day 5 Friday, October 30, 2020

8:00 A.M.

Virtual Environment

Opens

8:30 A.M.

Module 9.1

**Employment Policies &** 

Leave Benefits

Presented by the

"We'll look into it" Team!!

10:00 A.M.

Module 9.2 Payroll

Show me the money

timesheet!

Dianne O. Gudmalin

Administrator

Finance Administrator

Financial Management Division

11:00 A.M.

Module 9.3

Everything you want to

know about facilities but

are afraid to ask!!

Carl Dominguez

Procurement & Facilities Management

Barbara Jean Perez, Human Resources

Administrator

Module 9.4

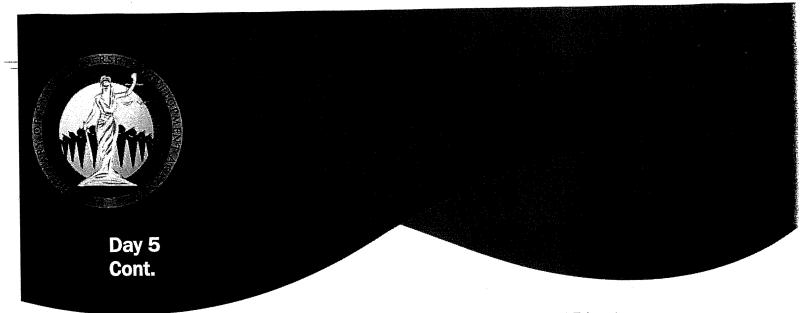
Procurement 101

Joleen Cepeda

**Acting Procurement Contract Supervisor** 

12:00 P.M.

LUNCH BREAK



1:30 P.M.

Module 10 Team Building

Dawn Blas, Judicial Educator June B. Carino, Special Projects Coordinator

2:30 P.M.

Module 11

Clinical Psychologist

Juan M. Rapadas, PhD

Destress your Distress

Client Services and Family Counseling Division

OR

Becoming at Ease with Dis-Ease

Stress is a universal human experience that is necessary but can be harmful. Finding that balance between the benefits and dangers of stress takes a lot of practice. Some of us never find that balance, which causes a perpetual state of imbalance.

3:30 P.M.

Closing Remarks

Chief Justice F. Philip Carbullido Kristina L. Baird, Administrator of the Courts

4:00 P.M.

Mindfulness in the workplace

Survey

Geraldine Cepeda, Esq., Compiler of Laws, Supreme Court of Guam Executive Director/Librarian, Guam Law Library

#### **Court Staff Webinar Series**

### Overview of the Courts: Why Your Role Matters?



Courts exist primarily to resolve disputes between private individuals and their government in accordance with the law and all court staff play a role in the purposes and responsibilities of courts. Participants will briefly learn about the purposes of courts and how their roles as court staff support the court's purpose and mission. Procedural Justice also plays a key role in improving public trust and confidence and through interactive sessions, the participants will discuss the importance of Procedural Justice and their role in the process.

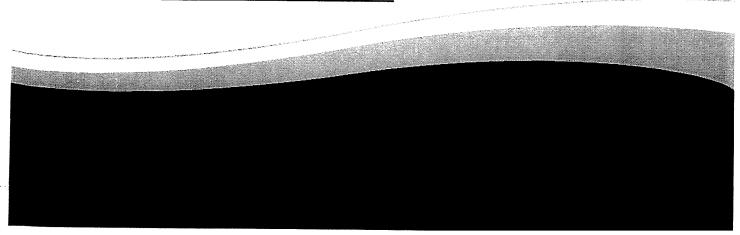
Court staff must also understand how to assist and respond to court patrons, attorneys, and litigants in a case. Recognizing the difference between legal advice and legal information and learning about ethics and the code of conduct will help the participants understand how to give appropriate assistance to patrons and all who come before the courts.

The training is expected to be an interactive and engaging discussion with court staff from PJC jurisdictions. Participants will analyze hypothetical scenarios by applying key principles discussed during the training. All court staff are essential to court operations and participants will learn why courts exists and why their specific role matters.

In order to accommodate interactive discussion and facilitated breakout rooms, the enrollment is capped at 40 participants per session. Both sessions offer identical content so you only need to enroll for one of the session times listed below.

MARCH 16, 2021 or MAY 11, 2021—9:30 A.M. - 11:00 A.M. ChST 8:30 a.m. Palau / 9:30 a.m. Guam / 10:30 a.m. Kosrae / 12:30 p.m. American Samoa

Register Online: <a href="https://cvent.me/vwoEVR">https://cvent.me/vwoEVR</a>



JUDICIARY OF GUAM REPORT TO THE GUAM ETHICS COMMISSION PER 4 GCA § 15410(d).

Please note this report covers employees hired after the effective date of Section 15410(d) as employees hired before the effective date are to be trained in ethics 36 months after enactment. Please also note that this report entails training on the Judiciary's Revised Code of Conduct to date. The Judiciary's upcoming Ethics Academy will cover all required ethics topics with the anticipation that employees will be fully trained on the required ethics topics within 36 months of enactment of Section 15410(d).

-	AGENCY	THE SOL	LAST NAME	FIRST NAME	DOE	ANTICIPATED ETHICS COMPLETION DATE	PEN	PENDING ETHICS TRAINING	RAINING COMPLETED ETHICS TRAINING (PARTIAL)	
-	JUDICIARY OF GUAM	DRUG COURT COORDINATOR	WALKER,	DORIANNE	6/1/2021	12/1	12/1/2021	/2021	/2021 X	
2	JUDICIARY OF GUAM	PROGRAM COORDINATOR I	MIRANDA,	ROLAND	6/14/2021	12/	12/14/2021	14/2021	14/2021 X	
ω	JUDICIARY OF GUAM	PROBATION OFFICER I	AVILLA, II	SALVADOR	6/22/2021	12	12/22/2021	/22/2021	/22/2021 ×	
4	JUDICIARY OF GUAM	PROBATION OFFICER I	TERLAJE,	LEVINA	6/22/2021	12	12/22/2021	/22/2021	/22/2021 X	
٥	JUDICIARY OF GUAM	DEPUTY CLERK I	REYES,	KRISTIN	6/29/2021	н	12/29/2021	2/29/2021	t/29/2021 X	
6	JUDICIARY OF GUAM	DATA ENTRY CLERK	TANAYAN,	MATHEW	6/29/2021	1	12/29/2021	2/29/2021	2/29/2021 X	
7	JUDICIARY OF GUAM	DEPUTY CLERK I	GATCHALIAN,	DARLENE MAE	7/6/2021		1/6/2022	1/6/2022 Scheduled for November 8-9, 2021		
8	JUDICIARY OF GUAM	PROBATION SERVICES ASSISTANT	TERLAJE,	JADE	7/6/2021		1/6/2022	1/6/2022 Scheduled for November 8-9, 2021		
9	JUDICIARY OF GUAM	PROBATION SERVICES ASSISTANT	TENNESSEN,	GENELLE	7/19/2021		1/19/2022	1/19/2022 Scheduled for November 8-9, 2021		
5	JUDICIARY OF GUAM	DATA ENTRY CLERK	HAN,	DANIEL	7/23/2021	1	1/23/2022	/23/2022 Scheduled for November 8-9, 2021		
#	JUDICIARY OF GUAM	ATTORNEYI	JOHNSON,	тномаѕ	7/27/2021	1,	1/27/2022	27/2022 Scheduled for November 8-9, 2021		
12	JUDICIARY OF GUAM	PROBATION SERVICES ASSISTANT	TERLAJE,	CHARLYN JESSICA	7/29/2021		1/29/2022	1/29/2022 Scheduled for November 8-9, 2021		
13	JUDICIARY OF GUAM	PROBATION SERVICES ASSISTANT	AGUON,	SHANE	8/2/2021		2/2/2022	2/2/2022 Scheduled for November 8-9, 2021	-	-
14	JUDICIARY OF GUAM	COURT FISCAL OFFICER I	SABLAN,	PAIGE	8/2/2021		2/2/2022	2/2/2022 Scheduled for November 8-9, 2021		
15	JUDICIARY OF GUAM	DATA ENTRY CLERK	CRUZ, JR	PAUL	8/16/2021		2/16/2022	2/16/2022 Scheduled for November 8-9, 2021		
16	JUDICIARY OF GUAM	COURT FISCAL OFFICER I	DULAY,	ANGELA	8/16/2021		2/16/2022	2/16/2022 Scheduled for November 8-9, 2021	,-	,-
17	JUDICIARY OF GUAM	DATA ENTRY CLERK	дипивиа,	CORY JEROME	8/16/2021		2/16/2022	2/16/2022 Scheduled for November 8-9, 2021	,-	,-
18	JUDICIARY OF GUAM	DATA ENTRY CLERK	SANTIAGO,	GABRIEL	8/16/2021		2/16/2022	2/16/2022 Scheduled for November 8-9, 2021		

_				Scheduled for November 8-9, 2021	4/18/2022	10/18/2021	ERICA	TAITANO,	HUMAN RESOURCES OFFICER	JUDICIARY OF GUAM		8
				Scheduled for November 8-9, 2021	4/14/2022	10/14/2021	LINA	TAITINGFONG,	HR MANAGEMENT OFFICER	JUDICIARY OF GUAM		39
K. Baird, Attorney / AOC	On-Boarding (Code of Conduct)	6/29/2021	×		4/12/2022	10/12/2021	WILLIAM	SCHUNTER III	DEPUTY MARSHAL I	JUDICIARY OF GUAM		38
K. Baird, Attorney / AOC	On-Boarding (Code of Conduct)	6/29/2021	×		4/12/2022	10/12/2021	MEAGHAN	CRUZ,	DEPUTY MARSHAL I	JUDICIARY OF GUAM		37
				Scheduled for November 8-9, 2021	3/27/2022	9/27/2021	FRANKY-LYNN	ROSARIO,	DATA ENTRY CLERK	JUDICIARY OF GUAM		36
				Scheduled for November 8-9, 2021	3/27/2022	9/27/2021	АМҮ	лсна,	SENIOR LAW CLERK	JUDICIARY OF GUAM		35
				Scheduled for November 8-9, 2021	3/20/2022	9/20/2021	CRYSTAL	APIAG,	CT INFO SYSTEMS ANALYST I	JUDICIARY OF GUAM		34
				Scheduled for November 8-9, 2021	3/13/2022	9/13/2021	DANIEL	REIDY,	SENIOR LAW CLERK	JUDICIARY OF GUAM		<b>33</b>
				Scheduled for November 8-9, 2021	3/13/2022	9/13/2021	JOAN	самраи,	ATTORNEY II	JUDICIARY OF GUAM		32
				Scheduled for November 8-9, 2021	3/9/2022	9/9/2021	GABRIELLA	VARELA,	DATA ENTRY CLERK	JUDICIARY OF GUAM	1	31
				Scheduled for November 8-9, 2021	3/9/2022	9/9/2021	VALREY-JAE	MANSAPIT,	DATA ENTRY CLERK	JUDICIARY OF GUAM		30
				Scheduled for November 8-9, 2021	3/9/2022	9/9/2021	ANTHONY	LEON GUERRERO	DATA ENTRY CLERK	JUD CIARY OF GUAM	i	29
				Scheduled for November 8-9, 2021	2/28/2022	8/31/2021	CHLOE-MICHAELA	STANLEY,	DATA ENTRY CLERK	JUD CIARY OF GUAM		28
				Scheduled far November 8-9, 2021	2/25/2022	8/25/2021	REINITA	LINDIAU,	DATA ENTRY CLERK	JUDICIARY OF GUAM		27
				Scheduled for November 8-9, 2021	2/24/2022	8/24/2021	DOROTHY	CRUZ,	DATA ENTRY CLERK	JUD CIARY OF GUAM	1	26
				Scheduled for November 8-9, 2021	2/23/2022	8/23/2021	KAE'ANA	SMITH,	VOLUNTEER DEPUTY MARSHAL RESERVE	JUD CIARY OF GUAM V		25
				Scheduled for November 8-9, 2021	2/23/2022	8/23/2021	RYAN DALE	PABLO,	VOLUNTEER DEPUTY MARSHAL RESERVE	JUDICIARY OF GUAM V		24
				Scheduled for November 8-9, 2021	2/23/2022	8/23/2021	DESIRAE	GUMATAOTAO,	VOLUNTEER DEPUTY MARSHAL RESERVE	JUDICIARY OF GUAM V		23
				Scheduled for November 8-9, 2021	2/23/2022	8/23/2021	LANCE	ESTRELLADO,	VOLUNTEER DEPUTY MARSHAL RESERVE	JUDICIARY OF GUAM V		22
				Scheduled for November 8-9, 2021	2/23/2022	8/23/2021	BRANDENCEANU	CARRIAGA,	VOLUNTEER DEPUTY MARSHAL RESERVE	JUDICIARY OF GUAM V		21
				Scheduled for November 8-9, 2021	2/16/2022	8/16/2021	RICHARD	VALERIO, JR	DATA ENTRY CLERK	JUDICIARY OF GUAM D		20
				Scheduled for November 8-9, 2021	2/16/2022	8/16/2021	ALEXIS	TENORIO,	DATA ENTRY CLERK	JUDICIARY OF GUAM D		19
TRAINING PROVIDER	ETHICS PROGRAM COMPLETED	DATE COMPLETED	COMPLETED ETHICS TRAINING (PARTIAL)	PENDING ETHICS TRAINING	ANTICIPATED ETHICS COMPLETION DATE	DOE	FIRST NAME	LY2 NYWE	<b>108 III.</b>	AGENCY		\$5 l

	AGENCY	STULL BOT	LAST NAME	FIRST NAME	ĐOE	ANTICIPATED ETHICS COMPLETION DATE	PENDING ETHICS TRAINING	COMPLETED ETHICS DATE TRAINING (PARTIAL) COMPLETED	134,242,011	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
4	1 JUDICIARY OF GUAM	41 JUDICIARY OF GUAM ADMINISTRATIVE SERVICES ASST.	ROBERTO	SAGE	10/25/2021	4/25/2022	Scheduled for November 8-9, 2021				
4	42 JUDICIARY OF GUAM DATA ENTRY CLERK	DATA ENTRY CLERK	SABLAN,	MICHAEL	10/26/2021	4/26/2022	Scheduled for November 8-9, 2021				
4	43 JUDICIARY OF GUAM SR LAW CLERK	SR LAW CLERK	GAMLEN	BRITTANY	11/1/2021	5/1/2022	Scheduled for November 8-9, 2021				
4	4 JUDICIARY OF GUAM	JUDICIARY OF GUAM SPECIAL PROJECTS COORDINATOR	кігауко,	MICHAEL	11/1/2021	5/1/2022	Scheduled for November 8-9, 2021				

JUDICIARY OF GUAM REPORT TO THE GUAM ETHICS COMMISSION PER 4 GCA § 15410(d). Please note this report covers employees hired prior to the effective date of Section 15410(d)

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		AGENCY	JOB TITLE	LAST NAME	FIRST NAME	MIDDLE	PENDING ETHICS TRAINING	COMPLETED ETHICS TRAINING (PARTIAL)	DATE COMPLETED	ETHICS PROGRAM COMPLETED	TRAINING PROVIDER
Ι	1 1	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES ASST	BALBAS,	JIANNA TERESSE	G	×				
	2 J.	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES ASST	SAN AGUSTIN	JOSHUA	0	×				
	3 ][	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES ASST	SANTOS,	ARLENE	s	×				
	4 JL	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES ASST	TERLAJE,	KELSEE JEAN	3	×	THE PROPERTY OF THE PROPERTY O			
	5 JL	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES ASST.	OKADA,	LORI	m	×			MADE AND	
	6 JU	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES OFFICER	PEREZ-JACKSON,	JESSICA	_	×	770000			
oyees	7 JU	JUDICIARY OF GUAM	ADMINISTRATIVE SERVICES OFFICER	QUITUGUA,	AARON	-	×	THE SAME			
T .	8	JUDICIARY OF GUAM	ADMINISTRATOR OF THE COURTS	BAIRD,	KRISTINA	-	×				
usi leet		JUDICIARY OF GUAM	ALT. SENTENCING OFFICER	AGUON,	ROSANN	4	×				
10		JUDICIARY OF GUAM	ALT. SENTENCING OFFICER	ANGLEN,	DOLORES ANN	~	×				
# # # # # # # # # # # # # # # # # # #		JUDICIARY OF GUAM	ALTERNATIVE SENTENCING OFFICER	TORRES,	ROSEANNE	S	×				
12		JUDICIARY OF GUAM	ASSISTANT TO COMPILER OF LAWS	IBANEZ,	LISA	С	×				100000000000000000000000000000000000000
) ti		JUDICIARY OF GUAM	ATTORNEYI	ANDERSON,	GORDON	J	×				
14	1	JUDICIARY OF GUAM	ATTORNEYI	ENNIS,	NICHOLAS	J	×				
15		JUDICIARY OF GUAM	ATTORNEYI	HALL,	ERIN	F	×				
16	1	JUDICIARY OF GUAM	ATTORNEY I	JOHNSON,	JULIA	~	×				
17	_L	JUDICIARY OF GUAM	ATTORNEY I	SWOTINSKY,	ALEX	Ρ	×				
18		JUDICIARY OF GUAM	ATTORNEYII	BUMAGAT,	MICHAEL	C	×				
19		JUDICIARY OF GUAM	ATTORNEY II	CORNWELL,	ANA	v	×				
20	L	JUDICIARY OF GUAM	CASE MANAGER	AGUON,	GABRIELLE	3	×				

40 JUDICIARY OF GUAM CUNICAL PSYCHOLOGIST  41 JUDICIARY OF GUAM COMPILER OF LAWS/LAW LIBRARY EXE  41 JUDICIARY OF GUAM COURT ARCHIVIST
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CRUZ,	TENORIO,	ROSADINO,	CASIMIRO,	вамва,	TOLEDO,	LEON,	GATCHALIAN,	DAMIAN,	ANTONIO,	SALUMBIDES,	MINA,	CABURIAN,	LEBEHN,	GERONIMO,	CRUZ,	AGUON,	UNTALAN,	SAN AGUSTIN	SABLAN,	SABLAN,	PARALIZA,	LAST NAME
PRISCILLA	CARMELITA	MARY GRACE	JEREMIAH	STEVEN	MARDAVE JOSE	RENE	CAROLINE	DORENE	JOEY	JOYCELINE	ABEGAIL	LOWELLA	SHIRLYNNDA	ROSEMARIE	DOROTHY	TIARA	EMILY	JOLENAMAY	SHEILA	DEVEND	JOCELYN JOY	FIRST NAME
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BRILLANTES,	TENORIO,	SANTOS,	QUINATA,	NAPUTI,	DUENAS,	CASTRO,	BLAS,	AFAISEN,	YASUHIRO,	YELLOWHORSE,	TERLAJE,	SANTOS,	PEREZ,	KERKOS,	HERNANDEZ,	GARCIA,	CRUZ,	CHARGUALAF,	CERTEZA,	BALBAS,	TORRES,	LAST NAME
FRANCINE	CECILIA	JULIANA	TERA	XAVIER	THERESE	SHEILA	NOAH	ANDREA	VIRGINIA	ROSALINE	JACQUELINE	EVELYN	DAVILYNN	JOSEPH	SERENA MILLIE	DARRELL	YVONNE	CHRISTINE	JOSETTE ANDREA	BRIANNE	PRISCILLA	FIRST NAME
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1	87 J	JUDICIARY OF GUAM	DEPUTY MARSHAL III	GOGUE,	МАТТНЕМ	_	×				
T	88	JUDICIARY OF GUAM	DEPUTY ADMINISTRATOR OF THE COUR	CRUZ,	ROBERT	s	×				
	89	JUDICIARY OF GUAM	DEPUTY CHIEF MARSHAL	LEON GUERRERO	JOSEPH	J	×	and the second s			***************************************
Ι	90 J	JUDICIARY OF GUAM	DEPUTY CHIEF PROBATION OFFICER	SUZUKI,	TRISHA	-	×				
	91 J	JUDICIARY OF GUAM	DEPUTY CLERK I	ARCEO,	AMY COLLEEN	^	×				-
	92 J	JUDICIARY OF GUAM	DEPUTY CLERK I	AVILLA,	EILEEN	v	×				
	93 J	MAND 40 AUVION	DEPUTY CLERK I	BALBAS,	BRYCE MARION	6	×				
	94	JUDICIARY OF GUAM	DEPUTY CLERK I	BENAVENTE,	NIKOLE	_	×				- 177 ( 244)
	95	JUDICIARY OF GUAM	DEPUTY CLERK I	CACHERO-XIAO,	CHRISTIANE	D	×				
1	96 JI	JUDICIARY OF GUAM	DEPUTY CLERK I	CALAMBA,	C'ANNA JOANN	٥	×				The state of the s
1	97 JI	JUDICIARY OF GUAM	DEPUTY CLERK I	CHARFAUROS,	FAUSTINE	G	×				
T	98	JUDICIARY OF GUAM	DEPUTY CLERK I	CRUZ,	ANTOINETTE	71	×				
1	99 J.	JUDICIARY OF GUAM	DEPUTY CLERK I	FERNANDEZ,	FRANCES	Þ	×				
	100 JI	JUDICIARY OF GUAM	DEPUTY CLERK I	GARRIDO,	JARED	3	×				
ary of	101 Jt	JUDICIARY OF GUAM	DEPUTY CLERK I	MANGLONA, JR	JUAN	S	×				
	102 ).	JUDICIARY OF GUAM	DEPUTY CLERK I	MESA,	ВЕТТҮ	Т	×	7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7 7			
	103 JL	JUDICIARY OF GUAM	DEPUTY CLERK I	MOJICA,	SHYANN	<b>r</b>	×				
	104	JUDICIARY OF GUAM	DEPUTY CLERK I	PAULINO,	ALAN	Z	×				
	105	JUDICIARY OF GUAM	DEPUTY CLERK I	PEREZ,	K-LANI KAY	~	×				
Ŀ	106 JL	JUDICIARY OF GUAM	DEPUTY CLERK I	дисносно,	ERIN	π	×				
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ميو	108	JUDICIARY OF GUAM	DEPUTY CLERK I	SAYAMA,	MASON	ס	×				

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MANLEY,	LEON GUERRERO	HERMOSILLA,	CALDEO,	AULERIO,	TOPASNA,	SANTOS,	QUITORIANO,	PUNZALAN,	PEREDA,	NORMAN OSAWA	LEON GUERRERO	GUERRERO II	FAUSTO,	DIEGO,	CRUZ,	ANDERSON,	TORRES,	TERLAJE,	TEDTAOTAO,	TALLADA,	TAIJERON,	LAST NAME
JENNIFER	BARBARA	SCOTT	ALBERT	CURTIS	EVAN	CARLENE	ALVIMAR	NATHAN	NATIVIDAD	DAISY MAE	CRYSTAL	PERRY	JOSEPH	NHOL	ANTONIO	JONATHAN	VANESSA	TANIA MARIE	IRENE	LEVANA	MOANA	FIRST NAME
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ادساد		JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	BORJA,	EVELYN	20		×	× ×	* *
	143 Ju	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	CRUZ,	BENNY	0		×	×	×
1	144 JI	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	DELORIE,	JERIMIE	~		×	×	×
Ä	145 Ju	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	FRANQUEZ,	JESSE	С		×	×	×
<u> </u>	146 JL	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	GUERRERO,	JERRY	-1	i I	×	×	×
1	147 JU	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	MENDIOLA,	GLENRIC	-	1	×	×	×
	148 JL	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	ORSINI,	RACHAEL	Þ	1	×	×	×
	149 JL	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	PEREZ JR	GALO	_		×	×	×
۱	150 אר	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	PINAULA,	ESTHER	۲		×	×	×
<u> </u>	151 JL	JUDICIARY OF GUAM	DEPUTY CLERK SUPERVISOR	QUITORIANO,	AMANDO	D		×	×	×
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LACTAOEN,	HERNANDEZ,	наитеа,	HANES,	GUTIERREZ,	GONZALVO,	FLORES,	FAJARDO,	DUENAS,	DUENAS,	DUENAS,	DAMIAN,	CRUZ,	CANLAS,	CAMACHO-BENAVENTE,	BASCON,	ARCE,	ALBERT,	AGUON, II	AGUON,	AGUON,	AFLAGUE,	LAST NAME
JOHN CARLO	SHANEJOEL	MARIEL LEE	ROY	BRYAN ARIES	MARVIN JAY	MERCED	RONALDO	GENETHOMAS	DOMINIC	COREY	JONATHAN	MICHELLE	ROLAND TROY	MARIANA	DOMINIC CONRAD	RICKY	KINASIRO	JOSEPH	DYLAN JOHN	ANTHONY	BRIAN JOSEPH	FIRST NAME
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VALENCIA,	TRINIDAD, JR	TERLAJE,	TENORIO,	TAPIA,	TAITAGUE,	TAISIPIC,	SUNGA,	SUNGA,	SARUSAL,	SARALU,	SARALU,	SABLAN,	REYES,	RECHEBONG,	PAULUS,	NAVAL,	MORTERA, JR	MENO,	MENDIOLA,	MASGA,	LEON GUERRERO	LAST NAME
CONRAD	JOHNNY	TRAVIS	FRANKLIN	SAMANTHA	LUKE	JACOB	LOUIE	FRANCIS	GIANNA SHARENE	LARRY JAMES	CARLOS	KINDRED	JOSEPH	REGGIE	RYAN	KIENAN LAWRENCE	DODD SIEGFRED	VINCENT	RINA ANN	JUDE JUAN THOMAS	LEILANI	FIRST NAME
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11 CONTRACTOR OF THE PROPERTY	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL III	DEPUTY MARSHAL II	JOB TITLE										
A STATE OF THE STA	UNTALAN,	TOPASNA,	SIDO,	дипивиа,	MENO,	LUDWIG,	HINKLE,	CHARFAUROS, JR	CHARFAUROS,	CEPEDA,	CASTRO,	TERLAJE,	ROBINSON,	QUINATA,	дисносно,	OKADA,	MANTANONA,	ESPINOSA, JR	CRUZ, II	снасо,	BALAJADIA,	ARTERO,	LAST NAME
	ROLAND	МАТТНЕМ	CIRILO	GODWIN	ANTHONY	JEFFRY	JERRY	JOAQUIN	ROQUE	RUDY	FRANK	JOEY	KENNEDY	MICHAEL	PIA TOSHA	AARON	CAMERON	OSCAR	GREGORY	JOHNANDREW	RYAN	JOSHUA KEN	FIRST NAME
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2	219 JUDICIARY OF GUAM	DEPUTY MARSHAL III	UNTALAN, JR	VICENTE		×	3			
2:	220 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	самасно,	VICTOR MICHAEL	С	×				
2:	221 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	DIAZ,	LEO	s	×				
	222 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	ECLE,	ALAN	m	×				
y 12, 2 223	23 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	SABLAN,	JOSEF	~	×				
ore Ma	24 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	TAIJERON,	JOHN FREDERICK		×				
ed Bei	25 JUDICIARY OF GUAM	DEPUTY MARSHAL SUPERVISOR	YATAR,	SONDA	F	×	111111111111111111111111111111111111111			
es Tir	26 JUDICIARY OF GUAM	DEPUTY P&FM ADMINISTRATOR	ANTONIO,	MARISSA	С	×				3000000
nploye 227	27 JUDICIARY OF GUAM	DRUG COURT COORDINATOR	CRUZ,	SEA	>	×				
228	28 JUDICIARY OF GUAM	EXECUTIVE SECRETARY	FLORES,	DOREEN	P	×			1011	
eadsne 229	29 JUDICIARY OF GUAM	FACILITIES MAINTENANCE SPV	CRUZ,	FRANKIE	0	×		1		
1g Spr 230	JUDICIARY OF GUAM	FACILITIES MAINTENANCE SPV	WALL,	JAMES	-1	×	The state of the s			
231	JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	CRUZ,	DANIEL	G	×				
232	12 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	CRUZ,	KENNETH	٦	×				
233	3 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	DIRIGE,	JORDAN ANTHONY	В	×				
234	JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	JOHNSON,	JARICCO	т	×				
235	5 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	MANSAPIT,	VICENTE	ш	×	The state of the s			
236	6 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	MANTANONA,	JOE	-	×				
237	7 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	MENDIOLA JR	RICKY	Α	×				
238	8 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	PAULINO,	WILLIAM	S	×				
239	9 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	PEREZ,	FRANCIS	<b>L</b>	×				
240	0 JUDICIARY OF GUAM	FACILITIES MAINTENANCE WORKER	RABAGO,	FILIPINA	3	×				

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262	261	260 J	259 J	258 J	257 J	256 J	255 J	254 J	253 J	252 J	251 JI	250 JI	249 JI	248 JI	247 JI	246 JI	245 JI	244 JI	243 JL	242 JL	241   JL	
JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	AGENCY				
MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	LANGUAGE ASSISTANCE TECHNICIAN	LANGUAGE ASSISTANCE SPECIALIST	LANGUAGE ASSISTANCE PGRM MGR	JURY COMMISSIONER	JURY CLERK	JUDICIAL THERAPIST INTERN	JUDICIAL THERAPIST INTERN	JUDICIAL THERAPIST	JUDICIAL THERAPIST	JUDICIAL SOCIAL WORKER II	JUDICIAL EDUCATOR	JUD. SYSTEMS MGMT. COORDINATOR	HUMAN RESOURCES OFFICER	HUMAN RESOURCES OFFICER	HR MANAGEMENT OFFICER	HR ADMINISTRATOR	FINANCE ADMINISTRATOR	FACILITIES MAINTENANCE WORKER	JOBTITLE
BLAS,	BINONDO,	BENLOT,	AGUON,	HALBERT,	YOSHINOBU,	WELLE,	CONCEICAO,	EUSTAQUIO,	LATSON,	GUISON,	PADUA,	GILLAN-MATANANE,	NAPUTI,	BLAS,	PEREZ,	SAN NICOLAS	PEREZ,	BLAS,	PEREZ,	GUDMALIN,	SORIANO,	LAST NAME
ANDREA	GERALDINE	JENELYN	JENNIFER	KARMA MINA	YOSHINOBU	DAVID	JENNIFER	ALBINA	ANTOINETTE	MA. YVETTE	ANTONETTE	ЕММА	JOANNA	DAWN	LORETTA	JAYLENE	HANNAH	ESTELLA	BARBARA JEAN	MA. DIANNE	DENNIS	FIRST NAME
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284	283 J.L	282 JL	281 JL	280 JL	279 JL	278 JI	277 JI	276 JI	275 JI	274 JI	273 JI	272 JI	271 JI	270 JI	269 J	268 J	267 J	266 J	265 J	264 J	263 J	
284 JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	AGENCY
PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER	P&FM ADMINISTRATOR	OFFICIAL VEHICLES OFFICER	NETWORK SPECIALIST	NETWORK SPECIALIST	MIS PLANN. & SYSTEMS DESIGN SPV	MIS ADMINISTRATOR	MARSHAL OF THE COURT	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	MANAGEMENT OFFICER	JOB TITLE
DUENAS,	DOWAI,	DE CHAVEZ	CARBULLIDO,	CALVO,	TERLAJE,	DOMINGUEZ,	ROSARIO,	TOVES,	AVILA,	QUIBUYEN,	RABAGO,	PANGELINAN,	MCDONALD,	SANTOS,	SABLAN,	MANIBUSAN,	GUTIERREZ,	DUENAS,	CRUZ,	CERIBO,	BLAS,	LAST NAME
MARTIN	ROLAND	MONALIZA	JONAH	MATTHEW	KIANA	CARL	FRANKIE	AMBER ELIZABETH	CYRIL	BALDWIN	ROBERT JOHN	TROY	JOSEPH COLLIN	MARISSA	ANNALEAH	RODNEY	TARA	CHRISTINA	VALERIE	ROSA	CHRISTINE	FIRST NAME
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306 J	305 J	304 J	303 J	302 J	301 J	300 J	299 JI	298 JI	297 JI	296 JI	295 JI	294 JI	293 JL	292 JL	291 JL	290 אנ	289 JL	288 JL	287 JL	286 J.	285 JU	
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PROBATION OFFICER II	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	PROBATION OFFICER I	ЈОВ ТІТLЕ											
CRUZ,	CRUZ,	CRUZ,	CHARFAUROS,	CHARFAUROS,	снасо,	самасно,	VIBAR,	ROBERTO,	REYES,	REBUJIO,	POCAIGUE,	PEREZ,	ONEDERA,	NGUYEN,	MIRA,	MENDIOLA,	MCDONALD,	MARTINEZ,	LEON GUERRERO	EDQUILANE,	DUENAS, JR	LAST NAME
MARISA	ERIK	EMMANUEL	SYLVINA	DIANNE	MARIA	JOLEEN	PAUL	DAVEN	VINCENT	JIM	MICHAEL	CHRISTIAN	вовву	BRUCE-LONG	JASON	FAITH-NELISA	MEAGAN	EMORIE	JUSTIN PHILIP	NICOLAS	ANTHONY	FIRST NAME
A	D		C	٦	A	С	C	G	Þ	Α	А	3	7	<b>~</b>	3	В	Α	z	-	Þ	S	NAME
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 JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	JUDICIARY OF GUAM	AGENCY
PROGRAM COORDINATOR III	PROGRAM COORDINATOR III	PROCUREMENT CONTRACT SUPERVISOR	PROBATION SERVICES ASSISTANT	PROBATION SERVICES ASSISTANT	PROBATION SERVICES ASSISTANT	PROBATION SERVICES ASSISTANT	PROBATION OFFICER SUPERVISOR	PROBATION OFFICER II	JOB TITLE												
SUOBIRON,	CRUZ,	CEPEDA,	SANTOS,	LINNY,	GOGUE,	CRUZ,	PEREZ,	MENDIOLA,	MAFNAS,	LEON GUERRERO	BLAS-ANANICH,	YASUHIRO,	WILLIAMS,	ULLOA,	TAITAGUE,	SUGANOB,	ROBERTO,	LIZAMA,	DAMIAN,	CUSTODIO,	LAST NAME
SONIA	YVETTE MARIE	JOLEEN	TREVOR	YUMIKO	JULIA	DAVID	THERESA	DENISE	DORIS	HILL	YVETTE	RANDALL	LOUANNA	DAVID	JENNIFER	JEROVIR IVAN	AYSHA	KIRK	SIRENA LYNN	MARIA	FIRST NAME
ρ	١	P	•••		В	Р	А	R	Υ	Э	7	*	Z	Σ	В	C	Α	Z	Z	C	MIDDLE
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ATTACHMENT F Judiciary of Guam Training Spreadsheet - Employe	es Hired Before May 12, 2021	
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350	349	348	347	346	345	344	343	342	341	340	339	338	337	336 J	335 J	334 J	333 J	332 J	331 J	330 J	329 J	
JUDICI	JUDICI	Jubici	טומוכו	JUDICI	JUDICI	JUDICI	Judici	JUDICI	JUDIC!	JUDICI,	JUDICI,	IDIGI	IDICI	iubici	indici	ndici	nDICI	UDICI	UDICI/	nbici/	UDICI/	
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SR PROBATION OFFICER	SR PROBATION OFFICER	SR PROBATION OFFICER	SR PROBATION OFFICER	SR PROBATION OFFICER	SR HUMAN RESOURCES MANAGEMEN	SR HUMAN RESOURCES MANAGEMEN	SR ALT SENTENCING OFCR	SPECIAL PROJECTS COORDINATOR	SPECIAL PROJECTS COORDINATOR	SENIOR SYSTEMS ANALYST	SENIOR LAW CLERK	SENIOR LAW CLERK	SENIOR JUDICIAL THERAPIST	SENIOR JUDICIAL THERAPIST	SENIOR JUDICIAL THERAPIST	SENIOR JUDICIAL THERAPIST	RCVG. & INV. PROCESSING COORD.	PUBLIC GUARDIAN	PROPERTY & ASSET MANAGEMENT SPEC	PROGRAM COORDINATOR IV	PROGRAM COORDINATOR IV	JOB TITLE
CHARGUALAF,	CASTRO,	самасно,	вамва,	BALBIN,	CRUZ,	CALVO,	MAFNAS,	MENDIOLA,	CARINO,	ALVIEDO,	WYNNE,	BAZA,	WYCOFF,	SUDA,	CHARGUALAF,	BAZA,	ROSARIO,	SANTOS,	самасно,	NAPUTI,	DELA ROSA	LAST NAME
JEANNE ANN	ROSEANNA	MARK	ANGELICA	RENE	JOLEEN	RHONDA THERESE	PAUL	ARLENE	JUNE GRACE	RENATO	JUSTIN	ISA	JEAN	EVELYN	MELISSA	LISA	ROSE	MARCELENE	CLAIRE	ELAINE	ERICA	FIRST NAME
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(1)	100,000,000	AGENCY JUDICIARY OF GUAM	JOB TITLE  SR PROBATION OFFICER	CRUZ.	JEREMIAH	NAME	TRAINING  X	TRAINING (PARTIAL)	TRAINING (PARTIAL)	(PARTIAL) COMPLETED
7	351	JUDICIARY OF GUAM	SR PROBATION OFFICER	CRUZ,	JEREMIAH	_	×			
	352	JUDICIARY OF GUAM	SR PROBATION OFFICER	TAITANO,	TITUS	_		*	*	×
***	353	JUDICIARY OF GUAM	SR PROBATION OFFICER	ULLOA,	NHOL	71)		×	×	×
2021	354	JUDICIARY OF GUAM	SR PROBATION OFFICER	UNTALAN,	ROBERT	-		×	×	×
	355	MAND SO ANVIOLO	SR SYSTEMS ANALYST	MANNION,	JOSEPH	S		×	×	×
	356	JUDICIARY OF GUAM	SR SYSTEMS PROGRAMMER	PEREZ,	SHAUN	z	ĺ	×	×	×
	357	MAND SO ANVIOLO	STAFF ATTORNEY	ESCHBACH,	MARIA ERICA	₽		×	×	×
	358	JUDICIARY OF GUAM	STAFF ATTORNEY	MENSCHING,	DANIEL	т		×	×	×
(1)	359	JUDICIARY OF GUAM	STAFF ATTORNEY	QUENGA,	ANDREW	S		×	×	×
	360	JUDICIARY OF GUAM	SUP COURT OF GUAM REG. COUNSEL	LIMTIACO,	ALICIA	Α		×	×	×
w	361	JUDICIARY OF GUAM	SUPREME COURT JUDICIAL ASSISTANT	ALOKOA,	SHELTERIHNA	7		×	×	×
T	362	JUDICIARY OF GUAM	SUPREME COURT JUDICIAL ASSISTANT	ULA,	PETRINA	3		×	×	×
	363	JUDICIARY OF GUAM	TRAFFIC VIOLATIONS BUREAU CLERK	ROBERTO,	JEANETTE	₩		×	×	×
(L)	364	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	BABOR,	RAYMOND	s		×	×	×
(L)	365	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	BORJA,	FRANCINE	3		×	×	×
w	366	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	CHAN,	ALEXANDER	С		×	×	×
ω	367	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	DUENAS,	CASSIE	3		×	×	×
w	368 J	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	HERNANDEZ,	COLEEN	_		×	×	×
	369 J	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	JOHNSON,	VICTORIA ANN	_		×	×	×
w	370	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	JOSEF,	CHRISTIAN	D.		×	×	×
ω	371	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	LUJAN,	JAMES MICHAEL	С	1	×	×	×
w	372	JUDICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	MORALES,	ANDRE LEONARD	€		×	×	×

373 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE QUICHOCHO, KYLE  374 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE QUICHOCHO, KYLE  375 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE SAPP, SABRINA  376 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE SOULIK, RYAN  377 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE TERLAJE, JONESSA  378 JUDICIARY OF GUAM VOLUNTEER DEPUTY MARSHAL RESERVE WAKI, DAVIN		AGENCY	JOB TITLE	LAST NAME	FIRST NAME	MIDDLE	PENDING ETHICS TRAINING	E 1. 400 A 37 37 37 3.	1.000	COMPLETED ETHICS DATE TRAINING (PARTIAL) COMPLETED	1.000
QUICHOCHO,  SAPP,  SOULIK,  TERLAJE,  WAKI,	373 JUDI	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE		TALIA	Þ		×	×	×	×
SAPP, SOULIK, TERLAJE, WAKI,	374 JUDI	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE		KYLE		<	×	×	×	×
TERLAJE, WAKI,	375 JUD	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE		SABRINA		z	×	×	×	×
TERLAJE,	376 JUD	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE		RYAN		m	×	ж	×	×
WAKI,	377 JUD	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	TERLAJE,	JONESSA		G	۵ ×	×	×	×
	378 JUD	DICIARY OF GUAM	VOLUNTEER DEPUTY MARSHAL RESERVE	A STATE OF THE STA	DAVIN	<b>-</b>	70	×	×	×	×