

The Chronicle

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2008

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

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As your chief, my top priorities for staff have always included compensation and safety. Our employees are the most vital resource we have for accomplishing our mission. I firmly believe that appropriate compensation and staff security are key to maintaining a qualified, diverse and satisfied workforce. It is no accident that the department's business performance plan, MFR, includes a compensation/retention goal as well as an infrastructure goal that involves, in part, promoting staff safety. The performance measures for these MFR goals include position vacancy rates, exits due to pay, and the results of the employee satisfaction survey. The results on all of these measures indicate that we are making progress.

Thanks for your participation in the recent employee satisfaction survey. When everyone provides feedback to management, we gain important data and insight on how the department is doing and how we can improve as an employer. The survey results are valued and are used to make improvements that benefit employees and enable us to provide better service to our customers.

The special incident reports completed by staff are another important source of information. Because safety is a priority, the department has invested heavily in safety training and equipment and in improving office security. The special incidents are one way that we can look at our safety record.

Some of the changes during fiscal year 2007 that have a bearing on the special incidents reported include 1) the Fugitive Apprehension Unit was equipped with Tasers effective September 15, 2006, 2) additional office security measures were implemented, including revised office procedures and the placement of magnetometers and security officers at the field offices, 3) the number of filled officer positions in the Fugitive Apprehension Unit increased by 21%, and 4) the vacancies in badged positions department-wide dropped from 8.8% to 4% during the year.

In FY 2007, the total number of special incidents reported, 587, reflects a 50% increase over FY 2006, when 391 special incidents were reported, and tops the number reported in any previous year. Increases were seen in every activity category.

The Chronicle

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Use of Force by Employee(s) was the most frequently reported activity in FY 07. This is a change from the past four years, in which Searches was the most frequently reported activity. Of all activity categories, Use of Force by Employee(s) had the highest percentage increase over the previous year (185%). Most of the uses of force by employee(s) were firearm draws by the Fugitive Apprehension Unit.

Table 1

Number of Special Incidents Activities FY 2006 and FY 2007		
ACTIVITIES	FY 2006	FY 2007
Searches	179	213
Incidents with 1 or more Search activities	147	171
Seizures	126	168
Threats	34	53
Assaults	15	19
Damage	10	13
Loss	7	13
Accidents	51	83
Medical Emergencies	33	40
Use of Force by Employee(s) – total	110	314
Use of Force by Employee(s) – excluding firearm draws	8	13
Handcuffing	35	70
Use of Force by Other Agency in Probation-involved Setting	40	54
Other	59	63
Total Number of Special Incidents	391	587

Over a five-year period, the number of special incidents reported has shown an upward trend. At least some of this increase can be attributed to growth in the probation population and number of MCAPD employees. The number of active probationers increased 21%, from 26,047 in July 2003 to 31,405 at the end of June 2007. The number of employees increased 16% over the 5-year period. With the implementation of the continuum of force, beginning in fiscal year 2004, came a substantial number of new activities that, by policy, were reportable as special incidents.

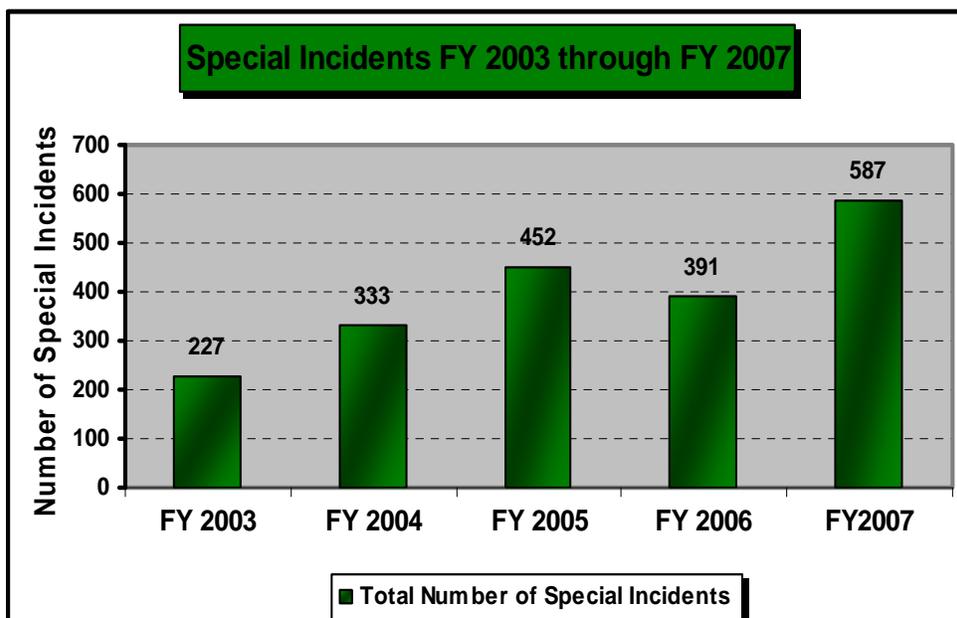


Figure 1

Employee injuries:

For the second year in a row, Defensive Tactics training was the most frequent cause of employee injury, accounting for 36 percent of the employee injuries reported in FY 2007 and 44 percent of the employee injuries in FY 2006.

The number of employees who were injured in automobile accidents was considerably higher in FY 2007. Nine auto accidents were reported with employee injury (and 10 employees were injured), compared to between three and six auto accidents with employee injury in prior years. It is noted that more vehicles were added to the fleet in FY 2007 than in a typical year and that numerous surveillance officer positions that had been vacant were filled during the year. These factors likely increased staff time behind the wheel and therefore exposure to potential automobile accidents.

Table 2

Causes of Employee Injury in FY 2007		
Activity Type	Number of Activities Reported with Employee Injury	Number of Activities Reported with Employee Injury and the Cause of Injury
Accidents	35	15 – DT training
		9 – Auto accident
		5 – Falls
		3 – Furniture or facility problem
		1 – Checking sharp objects
		1 – Lifting a box
		1 – Jumping a fence
Assaults	6	5 – Dog bite
		1 – Vehicle was rammed (2 officers were injured)
Use of Force by Employee(s)	1	1 – Struggle to control probationer who was resisting arrest
	Total 42	

The most frequent causes of employee injury in the prior four years were:

FY 2006 – DT training (12), followed by dog bites (3), auto accidents (3), and falls (3).

FY 2005 – Falls (6), followed by auto accidents (4)

FY 2004 – Dog bites (6), followed by auto accidents (3)

FY 2003 – Auto accidents (6)

Searches, Seizures, Threats and Assaults:

The numbers of Searches, Seizures, Threats and Assaults reported were all higher in FY 2007 than in FY 2006, but were within the range reported during the previous four years.

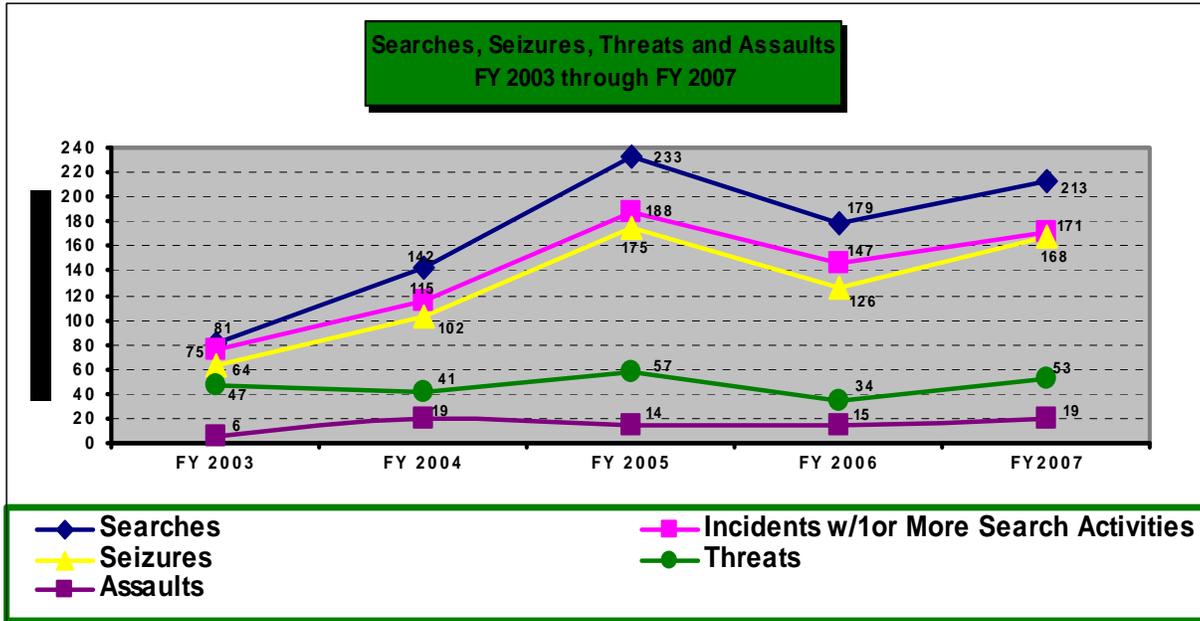


Figure 2

Weapon seizures:

Fifty-four percent of seizures included weapons. This is a relatively stable figure when five years of data are considered -- over the past five years, between 45% and 55% of seizures included weapons.

As shown in Figure 3, the **number** of weapons seized in FY 2007 (194) was very close to the number of weapons seized in FY 2006 (191). The number of **firearms** seized has been nearly the same for the past three years, ranging between 109 and 113.

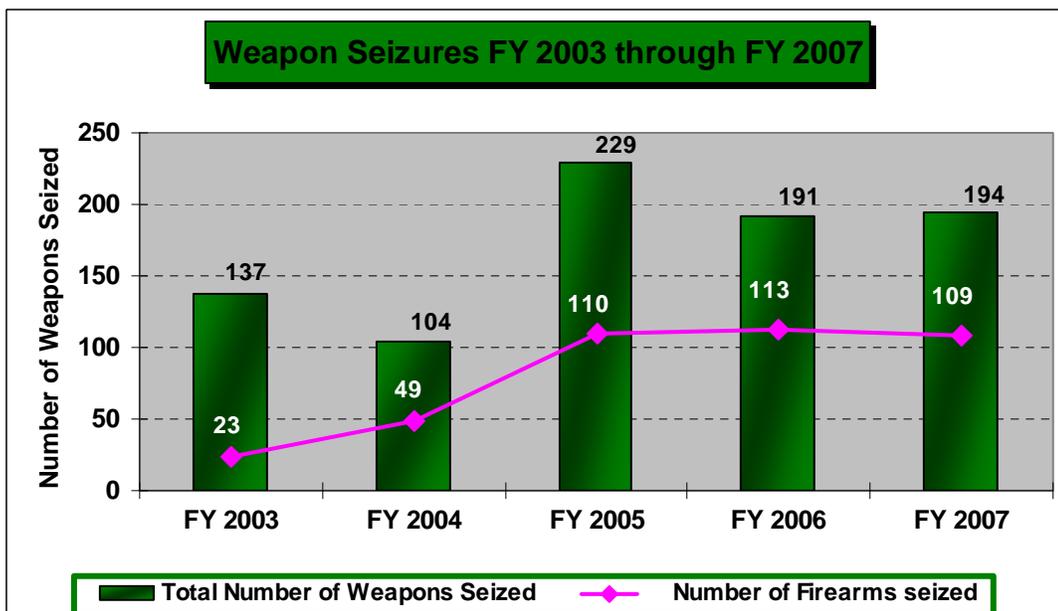


Figure 3

Of the 194 weapons seized in FY 2007, 28 were seized at APD offices. Two firearms were seized from office parking lots – 1) a shotgun and ammunition in a probationer's vehicle were found and seized by police, and 2) a loaded handgun was seized from a DV probationer's vehicle. From office security screenings, 26 knives were seized by MCAPD. The items categorized as knives included knives, box cutters and razor blades.

Threats against staff:

- 50 threats were against staff, including 24 that were against police as well as staff.
- Eighteen of the threats involved offenders who were resisting arrest.
- No bomb threats were reported.
- 60% (30) of the threats came from probationers and 14% (7) from family members/significant others of a probationer; 14% (7) of the threats came from "other" individuals, and 8% (4) came from unidentified individuals.
- 4% (2) of the threats came from dogs.
- A weapon was threatened/implied in 30% (15) of the threats.
- There were 8 **in-person** threats against staff that involved the presence of a weapon. A firearm was involved in 4 of these threats -- 2 occurred in the field with sources categorized as other and 2 occurred outside an APD office with the sources unknown. In 2 threat incidents, a vehicle (in the field) was the weapon -- 1 vehicle was driven by a probationer's relative and the other was driven by an unknown person. One threat involved a knife and 1 threat involved a metal object -- both of these weapons were in probationers' possession in the field.

Assaults against staff:

- There were 9 assaults against staff in FY 2007 as compared to 11 in FY 2006.
- 3 assaults against staff occurred in arrest (or attempted arrest) situations.
- 5 assaults against staff were by dogs.
- 7 employees (in 6 incidents) incurred injuries from assaults; 5 officers were injured by dog bites and 2 officers were injured when their vehicle was rammed by another vehicle (the driver was not on probation).
- Assaults that did not result in injury: a probationer lunged at a Warrants officer and knocked him/her backward in an arrest situation; and in 2 separate incidents, a probationer's mother struck or pushed a Warrants officer.

Use of force by employee(s) outside the Fugitive Apprehension Unit:

- 8 uses of force were reported, an increase over the 3 reported in FY 2006.
- 6 use of force activities included a circumstance of "firearm drawn", with a total of 8 draws.
- In 2 incidents (that included 3 of the draws), APD officers encountered individuals in the field who drew a gun: 1) 2 APD officers drew on a male subject (and handcuffed him) after he pointed a gun at the officers; he was accompanied by a probationer's mother; and 2) a PO drew a firearm when a probationer and her boyfriend both handled a gun, threatening police. The PO also used empty hand restraints on the probationer.
- 1 firearm drawn was a welfare check with police, where entry to a residence was made and the probationer was found to be unresponsive.
- 1 firearm draw was to clear a house with Warrants officers and no subjects were found.
- 2 use of force activities (that included 3 of the draws) were in round-up situations: 1) 1 officer drew on a probationer, and 2) 2 officers drew on a probationer's relative.
- OC spray was used once to successfully repel 2 dogs encountered in the field. A flashlight was also used to push one of the dogs away.
- Empty hand restraints and handcuffs were used to control a probationer who threatened APD staff by phone and then in-person at a treatment facility.

Use of force by the Fugitive Apprehension Unit:

- 306 use of force activities were reported, an increase of 186% over the 107 reported in FY 2006. The most frequently reported use of force was firearm drawn. There were 295 events/situations in which a firearm was drawn; there were 357 draws reported. OC spray was used 1 time and failed to affect a probationer who was aggressively resisting arrest.
- Other types of force used by the Fugitive Apprehension Unit: 14-empty hand restraints, 17-handcuffs, 5-Taser uses, and 1-other. The "other" use of force was breaching a safe.
- 1 employee injury was reported: a Warrants officer's hand was cut and scratched after struggling with a probationer who resisted arrest.
- 2 probationer injuries were reported: 1 probationer had a scrape on his face after he was Tased and fell on the ground, and 1 probationer had a small cut on his head after he struggled with arresting officers
- 1 injury to other was reported: a probationer's mother had a bruise and pain after being restrained.
- Subjects were: 41% (141)-Probationers, 4% (13)-Family members/significant others of a probationer, and 56% (194)-Other. Of the subjects categorized as Other, 63% (122) would be better categorized as "None" because there was no contact with a subject while a firearm(s) was drawn.

For more information about special incidents in fiscal year 2007 contact Cathy Wyse or your division director. Be safe out there!

Selective Services in Our Community

By JoAnn Paulus



Did you know that two of our Adult Probation Family members volunteer within our community at a Federal level as Selective Services Board members?

The Selectives Board is an independent federal agency within the Executive Branch of the Federal government of the United States. The Selective Services System describes its mission as "...to serve the emergency manpower needs of the Military by conscripting untrained manpower, or personnel with professional health care skills, if directed by Congress and the President in a national crises."

Selective Services is a contingency plan which replaced the military draft in 1973. The structure of the Selective Services consists of the National Headquarters, Data Management Center, three Regional Headquarters, military Reservists and civilian volunteer local board members.

A Selective Services Local Board is a group of five citizen volunteers whose mission, upon a draft, will be to decide who among the registrants in our community will receive deferments, postponements, or exemption from military service based on the individual registrant's circumstances and beliefs. All Board members are appointed by the Director of Selective Services in the name of the President of the United States after numerous interviews, undergoing a thorough investigation and a recommendation by the Governor.

Board members commit to attend yearly training seminars to maintain readiness in case of being called into service in the event of a draft. Committee members are expected to address draft exception requests according to the latest policies and regulations. The Selective Services conscripts not only for military in time of war, but encompasses many possible crises, from acts of terrorism, to flu epidemics, to health care needs; we remain trained and ready to serve.

JoAnn Paulus, employed with Maricopa County since 2001 as a Business Analyst, has served on the Selective Services Board since 2005. Mark Hendershot, Director of Planning, Research and Information Systems, was appointed in November 2007.

Evidence-Based Practice Training—What Works in Reducing Repeat Crime?

By Shari Andersen-Head



Mark Carey discusses EBP principles

Mr. Mark Carey presented Evidence-Based Practice Training to Judges, Commissioners, treatment providers, and probation staff in January. This training was designed for those justice practitioners working with offenders seeking effective recidivism reduction techniques. The training included an overview of the meta-analysis research around risk reduction. The evidence based practices involve eight principles based on social learning and specific do's and don'ts that lend themselves to improved lives instead of unintentional harm.

The training focused on guiding participants through the steps required to understand the practices that lead to reduced recidivism and the components that must be in place for an agency to fully integrate evidence based practices with fidelity.

Two training sessions were conducted; the a.m. session was attended by health care providers and probation staff, while the p.m. session was attended by Judges and Commissioners. Mr. Carey presented not only research data, but gave practical information for application in the field. Being able to identify the top criminogenic needs, describing the risk, need, and responsivity principles and why they are important to know, along with identifying the interventions that impact crime, were all topics of discussion.

The Evidence-Based Practice training offered through our department was a huge success and we thank Mr. Carey for his time and dedication in this field of research.

Basis Tools of Motivational Interviewing “OARS”

How can we enhance intrinsic motivation for effective interventions? Using motivational interviewing techniques, as opposed to direct persuasion can help build intrinsic motivation for those on our caseloads. This is instrumental in initiating and maintaining change.

One way to keep the conversation moving in the right direction is by using the OARS technique:

Open-ended questions encourage discussion and get people to talk about what is important to them. They are useful for increasing understanding, gathering information, building rapport, and getting people to think about change.

Affirmations are statements and gestures that acknowledge the probationer's strengths or recognize behaviors (big and small), that indicate the probationer's move toward positive change. Affirmations help build self-confidence in one's ability to change. To be effective, affirmations must be sincere and consistent with the strength or behavior being affirmed.

Reflections are a rephrasing or paraphrasing of what the probationer has said. Using reflections demonstrates that one is listening, improves rapport, builds trust, and enables the officer to reinforce important points and keep the interview focused in the right direction. Reflections decrease chances for miscommunication by making sure that what was said was heard and interpreted correctly.

Summaries are similar to reflections but cover more information and tie together multiple ideas or issues. They are useful at transitional times during an interview (e.g., at the end of a topic or end of the interview).

The Quality Assurance Team -

Julie George-Klein: 602.619.2981/**Tricia O'Connor:** 602.619.0933/**Mary Anne Boyden:** 602.619.3162

“I’ll Take Adult Probation for a Thousand Dollars, Alex!”

By Ed Guerrero

Imagine that you’re on Jeopardy! America’s Favorite Quiz Show and, “you are in the zone, baby!” You’ve gotten the last 7 questions correct since the last commercial break. It’s down to the last question and the category is Maricopa County Adult Probation. You very confidently tell Alex Trebek that you’re wagering all your earnings (\$777,650.00), and in your mind, you are already spending the cash you’ve lavish vacation! But you have to stay focused... stay focused just for the next two minutes.

Commercial break is over. Alex then asks you the magical question (Alex pauses as the audience holds their breath) ”The 5 goals that are in the APD strategic plan?”

So how did you do? Did you retire as a millionaire?

Although we can’t give you enough peak performance cards to cover your Jeopardy! cash prize, knowing the five goals is still invaluable:

- Goal “A” **Crime Prevention**
- Goal “B” **Compensation/Retention**
- Goal “C” **Process Improvement**
- Goal “D” **Customer Satisfaction**
- Goal “E” **Infrastructure**

Knowing *how* each of our jobs contributes to achieving our department’s goals is important. It is through our collective efforts that we provide a safe community, which in turn, helps develop a sense of pride in our job.

Remember that ole guy Ed in the Shed? Well, his job of providing safety equipment contributed towards promoting staff safety - Goal “E” *Infrastructure*.

For every OST and FROST completed, officers are helping us achieve - Goal “C” *Process Improvement*.

All of the effort that goes into helping probationers successfully complete probation, also help us achieve Goal “A” *Crime Prevention*.

Alex is giving you a second chance to win that big bank roll. The big bonus question now is ... “The APD goal(s) that you perform each day that contributes to APD’s service to customers?”

You can learn more about our goals on our home web page: <http://www.maricopa.gov/mfr/viewOnlyAll.asp?DID=54>

Safety Matters

by Gary S. Streeter

For several months I’ve been part of a Trial Courts Pandemic Flu Planning workgroup. We are making plans for the continuing operation of the Courts and developing a plan for Adult Probation as well. The workgroup includes representatives from Court Security, AOC, Human Resources and Juvenile Probation. As this is a topic of great interest for all levels of government, we have attended meetings with County Health to share information and coordinate activities. The federal government has also developed the National Strategy for Pandemic Influenza (NSPI), which outlines how the federal government plans to prepare, detect and respond to a pandemic. It also outlines roles for other levels of government, private industry, international partners and individual citizens.

In September 2007 I attended a five-day Pandemic Influenza Planning and Preparedness course at the Center for Domestic Preparedness in Alabama. The course was very enlightening considering I knew next to nothing (okay, nothing) about the subject. The instructors were experts on the topic and provided excellent instruction, including an outstanding tabletop exercise on the last day.

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Of particular concern is an avian influenza, type H5N1. This type was first seen in humans in 1997 when a boy in Hong Kong contracted it and died. In late 2007 the H5N1 type was also found in humans in Pakistan and China. Additionally, it appeared in a flock of birds in England in 2007.

The experts point to the following four conditions favoring a pandemic:

- A new influenza type A virus arising from a major genetic change (H5N1).
- A susceptible population with little or no immunity.
- A virus that is transmitted efficiently from person to person.
- A virulent virus with the capacity to cause serious illness and death.

Currently, H5N1 meets three of the four conditions. The missing condition is efficient transmission from person to person.

The experts recommend vaccination for all who are eligible to limit impact of seasonal flu. It should be noted that, contrary to popular belief, the vaccine in a flu shot will not give you the flu. It is a dead or killed virus. However, the mist form of the vaccine is a live virus. The experts also highly encourage washing your hands regularly and covering your cough with your arm instead of your hand(s).

For more information on this subject go to:

Centers for Disease Control, www.cdc.gov
Center for Disaster Preparedness, <http://cdp.dhs.gov>

Lindell Rhodes Named “Outstanding Arizona Program Administrator”

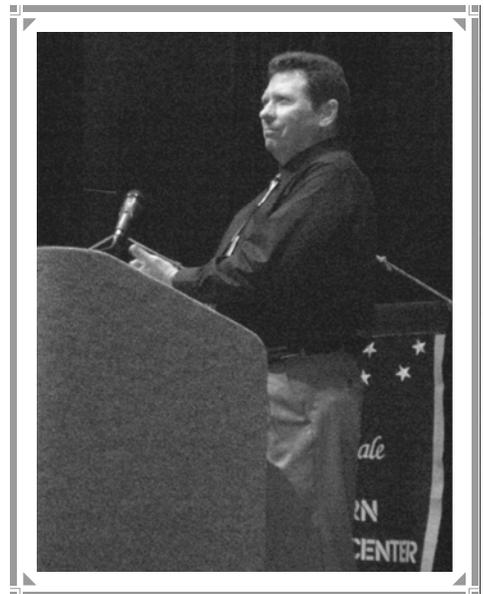
By Vicki Biro

In December, the Arizona Department of Education hosted a state-wide Adult Education Conference which is held every two to three years. At the conference, the Department of Education presented awards for “Outstanding Arizona Adult Education Teacher, Support Staff and Program Administrator(s).”

There were dozens nominated for their outstanding work with under-educated adults in Arizona. Some were nominated in groups, others individually. Maricopa County Adult Probation had nominees in the teacher, support staff and administrator competitions. The APD Education Program teaching and support staff nominated Lindell Rhodes for “Outstanding Arizona Adult Education Program Administrator.” Once again, MCAPD’s quality education program and staff rose above the other Arizona competitors. Lindell W. Rhodes won the Arizona State Department of Education “Outstanding Arizona Adult Education Program Administrator”.

Lindell became certified and started teaching adults 30 years ago (1977) in Oklahoma. Lindell was also the chairperson of the American Probation and Parole Association’s Adult (and Juvenile) Education Committee for many years and was the chairperson of the Arizona Supreme Court, Administrative Office of the Courts, LEARN Advisory Committee. He has graduated from the Arizona Department of Education’s first Professional Development Leadership Academy (PDLA), is a member of the initial Arizona Adult Education PDLA Task Force, and is presently in the National Department of Education’s Leadership Excellence Academy

During his 13 plus years with the Adult Probation Department, he has challenged the norm. He partnered with innovative staff at Phoenix Elementary School District #1 to provide adult education classes for our clients who had children attending Garfield Elementary School and opened an education center at the County Homeless campus.



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The Education Program assists students in acquiring knowledge and skills necessary for them to become productive members of society. Lindell ensures that evidence-based instruction provides the knowledge necessary for academic advancement to include transitioning into college level classes. He has partnered with Community Colleges for free or low cost classes. Since 1998, four (4) teachers have won Arizona Supreme Court, Administrative Office of the Court's Adult LEARN Teacher of the Year and the program has won the LEARN Adult Education Program of the Year three (3) times.

Congratulations to Lindell and all of the Education Program staff.

Unsupervised Unit's 1st Annual Holiday Project

By Sherry Johnston

This past year, the Unsupervised Unit had some extra money left over from some events throughout the year. The unit voted to use the money to adopt a needy family on probation for the holidays. Since we do not have much contact with those on Unsupervised, finding a family with kids who was struggling over the holidays was hard. We appealed to the Southport Office for help and the IPS team of Allison and Ryan came through.



We were presented with a young, IPS mother of four small children with another child on the way. Then, something amazing happened. Several people in the unit adopted

individual members of the family and at their own expense, started bringing new items for them. As my office began looking like Santa's workshop, people in MARS, automation and administration at DTJC3 also began contributing new items for the family and spreading holiday cheer became contagious.



Dozens of gifts were collected, including toys, clothes and hand-made blankets.

The Field Officer and Interstate Compact

What's your first response when a probationer approaches you with the news that he wants to relocate to Nebraska? Is it, "That's great! Let's do the paperwork now!" Or is it a silent sigh that sounds something like this in your head: "Oh, no! I've got to do the paperwork but I haven't done it in a while and I bet I don't remember everything I should do in order to get it right the first time." For those of you who sigh, please read on and hopefully this will be of assistance to you...because the paperwork is not the first step in this process.

By the way, the simplest way to deal with an Interstate Compact request is to initially contact either Joyce Tisdale or Jeri Modesti in the Indirect Services Unit with any question you might have. They will always make themselves available to patiently answer your inquiries. However, if you want to initiate the process independently, then the following checklist should be helpful:

1. Be certain that your probationer is in "substantial compliance" with all conditions of probation. Financial sanctions, treatment program participation, etc. must be current. Not being in compliance with all conditions is probably the #1 reason why a candidate is denied acceptance into the Interstate Compact.

2. Ask your probationer to explain his relocation "plan" and see if he has investigated any law that might apply to his probation supervision in the other state.

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3. Verify that the information he's provided regarding family and employment is accurate.
4. Be certain there are no outstanding warrants.
5. If they do not have permission to apply for Interstate Compact then a Petition to Modify must be submitted to the Court. All deferred jail should also be deleted, or at the very least explained, in the transfer summary report.

AND NOW TO THE PAPERWORK!!!

6. Complete the Interstate Compact Outgoing macro with the probationer's signature on all required pages...and alert him to the \$300.00 fee...as well as inform him that while an investigation in the other state is ongoing, he can't have a travel permit to visit.

Ultimately, the file will come to the Interstate Compact/Outgoing team in the Indirect Services Unit once the probationer has relocated to the other state; prior to acceptance, however, we will request status checks concerning the investigation, so you know where the other state is in the process and can explain it to your probationer.

Communications Center Offers Tips to Assist Staff

By Tammy Allen

Throughout this year, the Communications Center will be sending out tips to assist staff with radio protocol, use, and Communications Center service. If you have any radio related questions that you would like us to clear up with a 'tip', please email me so that we can address it. We will not be using names in our 'tips' so your contributions will be anonymous. The idea is to use email as a quick learning/ information sharing forum. We will most likely be sending these 'tips', out monthly, but if demand is high, we will consider sending them out more frequently.

Here is our very first tip...

10-8 (in service)

- ***When coming in to service please use the following information: Call sign, badge #, starting location. If using a different radio or vehicle, this would be the time to advise the CSO.***

Example: Ida Paul 149 10-8, badge #392, starting Code 0. Please be advised using Ida Paul 148 radio and/or using Ida Paul 148 vehicle.

- ***Please wait for acknowledgement to make sure the CSO has the correct information.***

The Communications Center staff hopes that you will find these tips useful.

**CONGRATULATIONS TO THE COMMUNICATIONS
CENTER ON THEIR NEW FACILITY & EQUIPMENT!**

Officers Commended for Arrest and Weapons Seizure

By Cathy Wyse



Aggressive fieldwork by Intensive Probation and Fugitive Apprehension officers in December resulted in the seizure of a large cache of high-powered weapons and the arrest of a probationer who had threatened to kill his co-workers, probation officer, and police. The community is safer thanks to the quick actions and investigative skills utilized by these officers.

A police detective informed the supervising probation officer of the threats, including reports that the probationer, who was a prohibited possessor, had weapons. Probation officer Joe Munley and supervisor Paul Guadagnino agreed that an immediate arrest and search for weapons were in order. Division Director Saul Schoon wanted the Fugitive Apprehension Unit to be involved. That evening, PO Munley, SO Darlene Carpenter, PO Boyd Frick of the Fugitive Apprehension Unit, and three officers from the Gilbert Police Department went to the probationer's residence, where he was arrested without incident. In a search of the residence, officers found several gun magazines and drug paraphernalia in the probationer's room. No guns were found and the probationer denied having any weapons.



PO Frick continued to investigate and learned that the probationer had previously given guns to his father and they were located in a storage shed in the father's name. PO Frick talked to the probationer a couple more times, at the residence and again at the jail.

The probationer admitted that he had a key to the storage unit and he provided the unit number. He turned over his key chain, which had the key for the storage shed and his vehicle keys. The probationer indicated that the access code for the storage facility was in his wallet in the residence. PO Frick returned to the residence, accompanied by Supervisor Richard Breed, but no one answered the door. The probationer's truck was searched. Inside the glove compartment was a rental agreement for a storage business. The document indicated that the probationer had been to the storage facility earlier that day and had filled out paperwork to change units, from the unit number given to PO Frick to a new unit number. The probationer was listed as an occupant with access to the units and had signed the form as owner of the unit.

PO Frick and Supervisor Breed drove to the storage facility, but it was closed for the day. They met a patrol officer at the business as soon as it opened the following morning. The probationer's key was used to open the original storage unit. Several racks of rifles were lined up in the shed. From outside the shed, there appeared to be over 40 assault type rifles. After stepping into the shed, handgun boxes were found, as well as evidence of illegal drug activity. MCAPD officers ceased their search and notified the Bureau of Alcohol, Tobacco and Firearms. ATF officers responded to the scene, obtained a search warrant and took over the investigation. ATF seized 56 rifles, 16 handguns, and over 600 rounds of ammunition.

Chief Barbara Broderick praised the work of the officers involved. "These officers are to be commended for their quick response and diligence in arresting this probationer and locating the weapons. The public is safer as a result of their efforts." The arrest and seizure are a reminder of how dangerous probation work can be. "Probation officers are in the community everyday" said Chief Barbara Broderick, "never knowing when they might encounter a probationer who has a weapon or is involved in illegal activity. This incident emphasizes the importance of our safety equipment and the need for officers to remain vigilant."

Winter APPA Conference Held In Phoenix

By Cathy Wyse



Dancers from the Southwest Indian Community perform for visitors.

Arizona hosted the American Probation and Parole Association's Winter Training Institute, *Behavioral Change: A Rising Strategy in Community Safety*, February 10 – 13, 2008 at the Hyatt Regency Hotel and Phoenix Convention Center in downtown Phoenix. The conference was attended by nearly 1100 individuals, with some coming from destinations as far flung as Alaska and the United Kingdom. Community corrections professionals enjoyed many networking opportunities and a terrific Resource Expo, where exhibitors presented the latest products, innovative services and state of the art technologies. The weather cooperated beautifully for all those attendees seeking some warm Arizona sunshine.

Interesting, entertaining, and inspiring messages were enthusiastically presented by the featured speakers. Honorable Rebecca White Berch, Vice Chief Justice, Supreme Court of Arizona, opened the conference with an interesting presentation on the philosophical and practical shift in Arizona courts from applying traditional sentencing theories to employing evidence-based practices to reduce recidivism and improve public safety. Marshall Trimble, Arizona State Historian, shared enjoyable stories about Arizona and the west. An inspiring plenary session was provided by Joel Dvoskin, Ph.D., Diplomate in Forensic Psychology, University of Arizona College of Medicine. He spoke optimistically about probation officers' role as agents of change and recommended evidenced based strategies for enhancing offenders' pro-social skills and behaviors. David Fitzsimmons, Editorial Cartoonist for the Arizona Daily Star, provided an entertaining closing session for conference attendees, as a great conference ended with some hearty laughter.

Over 50 workshops were presented on a wide range of topics and provided a multitude of enriching, educational experiences. Many of the workshops featured evidence-based practice topics, with exceptional opportunities to learn what other jurisdictions are doing and what their experience has been. Workshop topics included special populations, new technologies, organizational change, leadership, collaborative programs, effective interventions, victim perspectives, restitution collection, e-learning, and so much more. For many attendees, it was difficult to choose which workshops to attend because there were so many interesting choices.

Three awards were presented at the Winter Training Institute. Greg Pease from Gastineau Human Services, Juneau, Alaska, was presented with the APPA Community Awareness through Media Award, Philadelphia's Youth Violence Reduction Partnership was presented with the President's Award, and the APPA Award for Excellence in Community Crime Prevention was given to the St. Croix Valley Restorative Justice Program, River Falls, Wisconsin.

Many thanks are extended to Director Vicki Biro, Host City Chairperson, and to everyone whose efforts made this a wonderful conference.



Staff provide information to guests visiting our state.

APD Shares Information with Visitors from the Commonwealth of the Northern Marianas Islands

By Merci Hernandez



(Left to Right) Chief Barbara Broderick is shown with CNMI Chief Probation Officer Ursula Lifofoi Aldan, and Presentence Director Simram Simram during their tour of MCAPD's Administrative Office.

Probation Chief Ursula Lifofoi Aldan and Presentence Director Simram Simram literally boarded a flight thousands of miles away and crossed the International Dateline to attend the 2008 APPA Winter Training, February 10-13, 2008 in Phoenix, Arizona. This year's APPA Training/Convention attracted participants from as far away as the Commonwealth of the Northern Marianas Islands.

Where is that... you may ask? Well, a short geography and history lesson here... There are 14 tropical islands comprising the Northern Marianas chain which stretches across 400 miles in the western Pacific Ocean, adjacent to the Marianas Trench. Diving enthusiasts know this to have the world's deepest known ocean depth of 35,810 feet. Volcanic in origin, the Marianas Islands are approximately 1,300 miles south of Tokyo, (Japan) 1,400 miles east of Manila, (Philippines) and 3,200 miles west of Honolulu, (Hawaii), and 2,900 miles north of Sydney, (Australia).

The Marianas Islands came under German control for a brief period when Spain sold the Islands to Germany, exclusive of Guam. In 1919 the Japanese invaded and occupied these islands and the League of Nations, pre-cursor of the United Nations,

awarded them to Japan by mandate. The Empire of Japan captured Guam during World War II and Japanese governance of the Islands moved to Guam.

In 1944, the United States Marines successfully invaded both Guam and Saipan. The Japanese commander wrote a letter to Emperor Hirohito apologizing for the loss of the islands and committed seppuku (hara-kiri / traditional Japanese form of ritual suicide).

On June 15, 1944, during World War II, U.S. Marines landed on the islands and eventually won the bitterly fought three-week Battle of Saipan. The Marianas were a critical part of the last chapter of the war, as Tinian provided the take off point for the bombing of Hiroshima. After Japan's defeat, the islands were administered by the United States as part of the United Nations Trust Territory of the Pacific Islands; thus, defense and foreign affairs are the responsibility of the U.S. The people of the Northern Marianas Islands decided in the 1970s not to seek independence, but instead to forge closer links with the U.S. Negotiations for territorial status began in 1972. A covenant to establish a commonwealth in political union with the U.S. was approved in 1975. A new government and constitution went into effect in 1978. The official language is English, the dialect of Chamorro is spoken along with the Carolinian Language by residents who emigrated from the Trust Territory or Federated States of Micronesia.

After the APPA training sessions, both Aldan and Simram met with members of MCAPD's Executive Team to learn more about APETS, Evidence Based Practices, and Managing For Results, which they hope to incorporate in their Probation Department back in Saipan, CNMI.

Top Ten Most Wanted Hits the Internet

On Monday, February 25th, Maricopa County Adult Probations Top Ten Most Wanted Sex Offender information not only hit the internet, it also hit the airwaves. S.O. Chris Hopkins, of the Fugitive Apprehension unit, has spear-headed the creation and distribution of information to various locations throughout the valley.

Continued on page 15

His efforts have not been in vein, and critical information has begun to surface due to the exposure of names and faces.

Local news channels aired information regarding these fugitives and if you are interested in seeing who makes the list, please visit our website at: www.superiorcourt.maricopa.gov and click on "Top Ten

Think Work Furlough

By Work Furlough Staff

Arlyn Harris, WF Supervisor (602) 372-5709	APD Work Furlough Unit Phone: (602) 372-5922 Fax: (602) 506-6335	Jill Brown, WF APO (602) 372-5914
Donna Trudel, WF APO (602) 372-5581		Jake Jacobs, WF APO (602) 372-5912

Work

Furlough: An Adult Probation Department program that provides field supervision for participating inmates. Probationers are **not** allowed to go home and cannot work from a private residence unless ordered by the court. If an inmate fails to return to the jail, there may be an escape charge filed by the Maricopa County Sheriff's Office and a petition to revoke filed by the field Adult Probation Officer (APO).

Work Release: Work Release (WR) is **not** an Adult Probation Department program. Probationers on WR are **not** supervised by Work Furlough staff, supervision is assumed by the field APO. APD does **not** recommend WR for probationers.

Work Furlough Screening:

Work Furlough (WF) screening is required for the following:

- Pre-sentence report
- Probation violation report
- Combo report

The results of the WF screening should be included in the recommendation section of the report. If not eligible, include the reason.

Medical

Clearance: Probationers **cannot** be transferred to Con-Tents jail without appropriate medical clearance. It can take more than two weeks to obtain clearance in the jail. To expedite this process, the field APO should have the probationer do this prior to sentencing. The jail **will not** provide medical screening for anyone who self-surrenders, this must be done prior to the surrender date. **The required form is available from WF or Pre-Sentence Investigations (PSI).**

Substance Abuse Screening:

- The field APO should have probationers who are screened eligible, but are out-of-custody or self-surrender, complete the required ARC screening at APD offices located in the West Court Building or the Southeast Facility.
- If the probationer is screened eligible for WF and is in-custody, a Reach Out screening is required to determine substance abuse treatment needs. This occurs in the jail generally within two to three weeks of receiving the file.
- If the probationer is ordered into WF, a Reach Out / ARC screening is not required and will not be conducted.
- If serving a deferred jail sentence, the SA screening will be waived if the probationer has recently completed treatment with no post-graduation SA issues, has recently completed a SA screening with the ASUS available online, or has no history of substance abuse.

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General Information:

- To enter WF, a copy of the conditions of probation is **required**.
- If the field APO receives the hard file for any defendant in custody, they should review the conditions and, if condition 21 indicates WF, fax the conditions of probation and the WF screening to the WF office.
- If the probationer is serving a deferred sentence, the field APO should include a copy of the confinement order.
- If in-custody, probationers can provide their own copy or have a copy faxed to WF by the attorney or family.
- Out-of-custody probationers should fax or bring their paperwork to the WF office prior to self-surrendering.
- Open charges, warrants, or holds will prevent the probationer from entering WF. Once resolved, the probationer can be transferred into the program.
- If not a citizen, a probationer must show proof of authorization to work in the U.S.
- A minimum jail sentence is required - 30 days if employed, 45 days if job search is needed.
- Probationers can work up to six days a week and can be released up to twelve hours a day, including travel time.
- Per ARS 28-1387, DUI offenders can be released no more than five days per week.
- Release hours are set by WF staff.
- Probationers are required to pay WF fees based on income.

GPS Monitoring Is Here

By Janet Kasha

The department began monitoring certain offenders utilizing GPS (global positioning system) after the legislature passed SB 1371. The new law indicates that persons sentenced on or after November 1, 2006, for Dangerous Crime Against Children (DCAC) pursuant to ARS 13-604.01 "shall be monitored by GPS for the duration of the term of probation."

This is a statewide venture with AOC overseeing the implementation and progress of the program. The state is divided into three regions with Maricopa County identified as the Central region. Developing the program for our department was Director Therese Wagner, Supervisor Karl Kasowski, and surveillance officers Wes Zuber and Terri Scharneck. Mary Anne Noli was also instrumental in developing the database being used to track DCAC cases, dispositions, and release dates. This original group had the challenge of learning the technology and establishing protocol and guidelines utilized while implementing the program. They did an amazing job in carrying out the task of developing such a high profile program.

Over the last year, after many meetings, policies and numerous protocols have been developed. The GPS program has expanded to three monitoring analysts with APO Tiffany Grissom as the lead. Along with her requirement to monitor/respond to alerts, APO Grissom has been charged with numerous administrative duties such as statistics, equipment inventory, and scheduling coverage. SO's Israel Fierros and Greg Scott are the other two officers who are directly responsible for the monitoring of these offenders.



**L to R: Israel Fierros, Greg Scott, Maryanne Noli
Front: Tiffany Grissom**

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They respond to alerts from our vendor Pro Tech, read location points on every offender daily, and work together with the supervising teams to ensure compliance. 24/7 coverage is required and the communications center staff has graciously assisted us in covering the graveyard shifts. They are doing a fine job and their teamwork is appreciated! The three monitoring analysts, two on-call officers (SO's Ginny Wombolt and Terri Scharneck), and at times, the two supervisors cover all other hours. This program has many challenges including tracking cases, equipment issues, satellites not cooperating, covering all shifts, and at times, uncooperative offenders. There are presently sixty probationers being monitored on GPS and the numbers will continue to increase.

This is a project that requires teamwork from many entities such as presentence, ARC, CMU, the supervising teams, the vendor, AOC, and the monitoring analysts. Everyone has done a great job in ensuring all offenders are being tracked, enrolled, and monitored within the required time frames. GPS monitoring is just another tool in addition to case management skills that can assist officers in keeping community safety as the number one priority.

If you have any questions regarding the program please call Karl Kasowski (619-1852) or Janet Kasha (619-9785).

Cooperative Efforts Between the Garfield Community and the City of Phoenix

By SO Christi Seger

On January 26th and 27th, Garfield Community and Probation Center and the City of Phoenix cooperated in a major cleanup of the small Garfield Neighborhood. Included in the areas of special concentration were several alleys which are no longer serviced by the city. These alleys have attracted drug users, prostitutes and rogue contractors looking for a place to dump their waste materials.

Although the project called for by far the dirtiest and heaviest labor in a very long time, most probationers who participated agreed that much was achieved by their hard work. The evidence was obvious. More than thirty couches and over 200 tires were gathered during the two-day cleanup. Two roll-out dumpsters supplied by the city were filled to capacity, along with another dumpster especially dedicated to tires only.

The tremendous amount of teamwork required to complete this important project can be credited to the positive attitudes of the probationers, and their commitment to completing tasks despite timeframe and major equipment constraints. Today, the Garfield Neighborhood is a cleaner place because of important projects like this one.



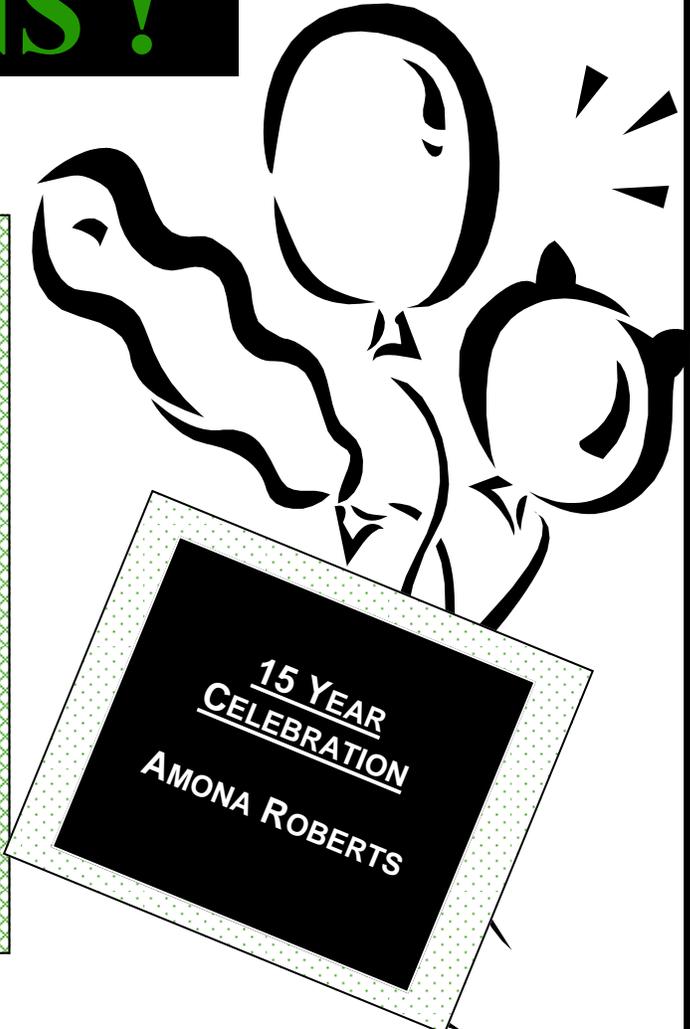
S.O. Paul Monroe coordinates efforts with others for clean up with the City of Phoenix.



CONGRATULATIONS!

10 YEAR CELEBRATIONS

TAMMY ALLEN
 ANDREA STILES
 BETH STREETER
 CYNTHIA GAITAN
 DIANE BRACAMONTE
 JEFF LAUER
 LUPE GUYTIERREZ
 MILANETA ROBERT
 JASON ROSS



15 YEAR
 CELEBRATION
 AMONA ROBERTS

PLEASE JOIN US IN
 CONGRATULATING
 THE FOLLOWING
 NEWLY PROMOTED
 SUPERVISORS:

RANDY BAY
 TRISH DOKTOR
 TRACEE FRICK
 B.J. GESKE
 BETH HOEL
 JEFF SMALLEY

GOOD

LUCK!

Thanks to Our Writers

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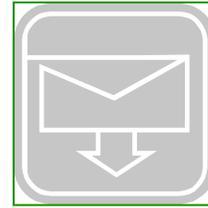
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