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The *Judicial Branch News* is an online newsletter published by the Media Relations and Community Outreach Department.

If you wish to contribute to this newsletter, please send articles, news items, photos or other correspondence to: [karra@superiorcourt.maricopa.gov](mailto:karra@superiorcourt.maricopa.gov).

*"Committed to the Timely, Fair and Impartial Administration of Justice."*



## Budget Update: E-Courtroom Differential Pay and Security Stations Close

*By Marcus Reinkensmeyer, Court Administrator*

In developing our further budget cutback scenarios, our priority is to maintain mandated judicial branch services and to save peoples' jobs. One cutback that has been identified is the elimination of the e-courtroom differential pay. As difficult as it is to eliminate something that is beneficial to staff, effective with the pay period beginning April 7, 2008, the e-courtroom pay differential will be discontinued. It is our hope that we are providing sufficient notice for staff to plan for the decrease and to make adjustments as necessary.

When the e-courtroom differential was first implemented, judicial assistant and bailiff staff were trained to operate the new equipment. We believed that they should be compensated for developing their new skills and taking responsibility for the equipment operation. Today's job force is increasingly technology savvy, and most join us with technical skills that far exceed what is necessary to operate the e-courtroom equipment. Additionally, pool staff who also have the responsibility for operating e-courtroom equipment receive no differential pay for performing the task. In the long term, the court will likely transition to greater use of centralized monitoring of e-courtrooms.

My personal regrets go to the judicial assistants and bailiffs impacted by this change. On behalf of the Court, I thank our dedicated staff for their excellent service in implementing and maintaining the e-court recording program.

Your understanding in this matter is most appreciated.

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Due to budget cutbacks, we are closing a number of security screening stations, effective February 28.

These steps will allow us to reduce our court security staffing and equipment costs.

In planning these closures, we have attempted to balance court access with security requirements at reduced resource levels. We welcome any questions or other suggestions you may offer to maintain security in this difficult budget situation.

With these cutbacks it is important for ALL court employees to assist in keeping the courts safe and secure. Employees are reminded that allowing someone to enter the building behind them without that person checking in compromises the security of the entire complex. Please remember that keeping our environment safe is everyone's responsibility.

**See Security Station Closings on Page 6.**

# Message From the Presiding Judge



**Barbara Rodriguez Mundell**  
Presiding Judge

National Victims' Right Week - April 13 through 19 - provides the court an opportunity to reaffirm its commitment to provide timely, fair and impartial administration of justice and assure that all of our court visitors' rights are protected.

Countless hours have been spent in meetings and discussions with a wide variety of court customers to assure their unique needs are addressed during the planning and design phases of a new criminal justice tower in the heart of the Superior Court campus in downtown Phoenix. Our goal, in resolving the court's critical need for more court rooms, is to provide a state-of-the-art justice center for all court users. Completing this project is the court's top priority.

Victims' rights play a significant role in the planning of a courthouse. During pre-design, we researched how to build the justice tower to comply with our victims' rights laws, in much the same way that we comply with state and federal laws requiring access to buildings and services for customers with physical and other disabilities.

Our state's victims' rights statutes include provisions regarding court facilities. It says "before, during and immediately after any court proceeding, the court shall provide appropriate safeguards to minimize the contact that occurs between the victim, the victim's immediate family and the victim's witnesses and the defendant, the defendant's immediate family and defense witnesses."

The best way to do this is to build a courthouse that assures everyone is secure, comfortable and welcome.

A well-designed courthouse with improved traffic patterns, effective signage, enhanced security and other improvements will assist not only victims, but all courthouse visitors. Defendants and their families will benefit from a relaxed ambiance because unexpected interactions between the victims and their families are minimized. Heightened comfort and safety improves equal access to the court and justice for everyone.

So, what has gone into planning the new court tower that will address victims' and other court visitors' concerns?

Invaluable to our planning were the numerous victim focus-group sessions the court hosted to listen to the experiences – good and bad – shared by victims and victims' rights advocates. A 15-page report, "Designing a Courthouse with Victims' Rights in Mind," written by behavioral psychologist and consultant, Dr. Judith Heerwagen, provides a synopsis of the candid comments and concerns we heard. This document serves as the blueprint to "create the best, most humane environment for all."

A critical element of the courthouse design, the report notes, is to provide service that is "speedy, polite, understanding, empathetic and competent."

Clearly, the environment of a new courthouse should integrate crime victims' rights guaranteed by the state's constitution. Victims told us how they believed the courthouse design could assure them the right "to be treated with fairness, respect and dignity and be free of intimidation, harassment or abuse throughout the criminal or justice process."

Dr. Heerwagen concludes "from the perspective of the victim as an active customer, the design should reflect their thoughts and ideas about creating a courthouse that reduces the stresses and concerns they experience and provides an atmosphere that conveys respect, dignity and justice for all."

The design recommendations range from general suggestions to specific detailed proposals, including:

- A central entrance that conveys a sense of calm organization and welcome
- Centrally located information desk and self service kiosks to provide directions to courtrooms, offices, services and other helpful information
- Highly visible signs, in English and Spanish, to provide direction and information throughout the courthouse
- Notification system for cases and signage outside courtrooms indicating which case proceedings are under way
- Clearly marked seating areas in each courtroom for the victim and defendant families and supporters
- A "crying room" for victims during especially stressful times to be able to participate in court proceedings without being seen by others or intimidated
- Cafeteria inside the courthouse to avoid having to leave and re-enter security at the busiest times
- A victims' lounge with telephone, internet access, comfortable chairs, work table, refrigerator and microwave for lunches and a child play area
- Private rest area for police and fire officers who need to appear in court

I am excited about this opportunity to build a courthouse that is focused on the needs of all of our customers. It will be a wonderful facility. It will be an outstanding addition to the other courthouses downtown and will provide excellent service and a safe environment to everyone who enters.

# Newsmakers

## Judge Brings Years of Experience to New Appointment

**Judge Aimee Anderson**, who has spent the past 17 years in public service, is the most recent addition to Superior Court in Maricopa County and was honored during investiture ceremonies on February 5 in the Board of Supervisors Auditorium in Phoenix.

Prior to her recent gubernatorial appointment as a Superior Court Judge, she served Superior Court as a Commissioner, beginning in early 2001. Over the six years as a commissioner, she was assigned to criminal matters in Initial Appearance Court, Probation Revocation Court, Early Disposition Court, Initial Pre-Trial conference Court and DUI Court.

Before joining Superior Court, Judge Anderson was an Assistant Attorney General in the Protective Services Section, representing the Arizona Department of Economic Security, Child Protective Services. She also served as a Deputy Legal Defender in Maricopa County handling matters involving child dependency and termination-of-parental-rights. She also served as a Deputy County Attorney in Maricopa County, working in the juvenile division. She worked in private practice before going into public service as an associate for three years in the Phoenix law firm of Bowman and Brooke, representing major international corporations in product liability defense litigation.

Judge Anderson is a native of Pittsburgh, Pa. and moved to Scottsdale with her family in 1976. She graduated from Coronado High School and went on to Arizona State University, graduating with a bachelor's degree in 1985. She received her law degree from the A.S.U. College of Law in 1987. Judge Anderson was a multi-year national race-walking champion on the United States Track and Field Team.

She is actively involved in church, community and professional organizations and has been a strong advocate for the rights of children and individuals who suffer with substance abuse issues.

Judge Anderson is married to Lawrence O. Anderson, a former Superior Court Judge who is now a United States Magistrate Judge for the District of Arizona.



*Judge Aimee Anderson is robed by her children Zachary and Alexandra at her investiture ceremony on February 5th in Phoenix.*

## CASA Western Representative Visits Superior Court

The Maricopa County Court Appointed Special Advocates program was visited by Michael Heaton, a National CASA representative for the Western States who assists more than 160 CASA programs.

Maricopa County has been selected to work with the National CASA organization on the creation and development of a new nonprofit organization to assist in the mission and efforts of the

county CASA program. Michael Heaton has worked with many other CASA programs throughout the country creating nonprofit organizations, drafting by-laws and creating and organizing dynamic and effecting boards.

Heaton spent the day meeting with **Robert Hahn**, Maricopa County's Program Director, Presiding Juvenile Court **Judge Eileen Willett** and with the county CASA staff.



*Michael Heaton, the Western Representative for National CASA, visits with Juvenile Presiding Judge Eileen Willett and CASA Program Manager Robert Hahn.*

# Employees Recognized at Supervisors Meeting

*On February 4, employees from Superior Court and Juvenile Probation with more than 30 years of County service were recognized at a Board of Supervisors meeting in Phoenix.*

## Self Service Center Administrator Retires After 30 Years

**Judy Bushong** has worn many different hats while working for Maricopa County. She began in the County Attorney's Office as a caseworker and then the Training Supervisor in the Family Support Unit. In January of 1988, she transferred to the Clerk of the Court. She was the Director of the Family Court File Counter, Project Manager of the Family Support Center, and then the Director of Expedited Services. In 2004, Judy brought her talents to the Maricopa County Superior Court. First as the Director of Expedited Services and then as Administrator for Public Access to Court Services, Judy has consistently demonstrated professionalism, devotion to her work, and commitment to providing chocolate for all her staff. And, Judy's professionalism didn't stop at the office door. She has served on many state-wide committees, including chairing the Arizona Judicial Branch's Self-Service Center Forms Committee. She

served as President of the Arizona Courts Association and President of the Family Support Council. In addition, she has received two Governor's Award within the Spirit of Excellence Awards Program and the Judicial Staff Education Committee Trainer Excellence Award.

Judy will be retiring on the 29<sup>th</sup> of this month. And, it's not just the hiring freeze that makes Judy irreplaceable.

With over 30 years of experience, Judy's knowledge of County, Clerk of the Court and Superior Court procedures and policies is bar none. But, in typical Judy fashion, she promises to be available to us by cell phone after that day. She and her husband have grand retirement plans that include lots of traveling in their new RV. We suspect that, with all the traveling, she has offered her availability via cell phone because she knows that her cell phone will not be in range to receive calls.



**Diane Hilty**, a judicial assistant for Judge Rosa Mroz, began her career with Maricopa County 30 years ago.

Before joining Superior Court, Hilty worked as an administrative secretary for the Maricopa County Sheriff's Office, and as a legal secretary in the Maricopa County Attorney's Office. Since 1994, she has worked as a judicial assistant for various judicial officers including: Judge Mroz, Judge Raymond Lee, Judge Donald Daughton and Commissioner Elizabeth Arriola.

"She keeps my office running smoothly. She really knows her job well," Judge Mroz said.

"Because of her previous work experience in the County Attorney's Office and the Sheriff's Department, she knows who to call to solve problems."

Judge Mroz describes Hilty as an especially conscientious worker who will do what it takes to get the job done. She admires Hilty's initiative, generosity and work habits.

"Diane is a caring and generous individual. Whenever someone has a personal crisis, Diane is there to lend a hand. If she is out shopping, and she sees an item she thinks you would like, she will just buy it for you," Judge Mroz said.

Hilty's achievements include the 1985 Civilian Employee of the Year for the Maricopa County Sheriff's Office.



## Employees Recognized - Continued

For the past 30 years, Treatment Services Unit Division Director **Rudy Mayfield** has made a difference in the lives of the youth of Maricopa County.

Since joining Maricopa County, Mayfield has worked as a Juvenile Probation Officer, Probation Supervisor and Division Director with Juvenile Probation.

"Rudy has a sustained passion for serving youth and community as well as a consistently high level of administrative expertise and professionalism," Debra Hall, deputy chief of Maricopa County Juvenile Probation, said. "He has outstanding leadership qualities and excels at motivating staff even under the most pressing conditions. His knowledge about treatment is unsurpassed and his input and insight are often solicited by both peers and other agencies."

Mayfield followed in the footsteps of his brothers Charles and Philip who both worked as Maricopa County Juvenile Probation Officers. A testament and legacy that speaks to Rudy's dedication is the Mayfield Center, (Phoenix) which was named in his honor and serves the needs of youth and families.

Rudy's achievements include: an award from the City of Tempe for Outstanding Service to the Community and Juvenile Probation's Supervisor of the Year in 2000.



Intensive Probation Services Division Director **Mary Kay Eppinger** has spent the last 30 years dedicated to improving the community and the field of juvenile probation.

Through hard work and dedication to her craft, Eppinger was able to move up the ranks from Juvenile Probation Officer to Probation Division Director.

Mary Kay is a high level administrator who has superior leadership skills and has a steady consistent drive to make system improvements," Debra Hall, deputy chief of Maricopa County Juvenile Probation, said. "She is an innovator who approaches her work from the perspective that no task is insurmountable and no goal unattainable."

Her contributions to juvenile probation include leading an effort that would allow probation officers to spend more time working with youth in field and less time waiting to be called for court to testify. The result was the implementation of the Enhance Relations In The Communities (ENRICH). The program enabled probation officers to file written reports to the court rather than testifying. That process is still in place today.



For the last 30 years, **Mark Manson** has served as a teacher, trainer and mentor to many of his colleagues in the Juvenile Probation department.

"Mark is noted for his extensive knowledge of the juvenile justice system and how the Department in Maricopa County works," Probation Division Manager Steve Carpenter said. "He is a problem solver and when confronted with a difficult issue in his work unit, he goes right to work, stopping his efforts only after the problem is solved."

As a Juvenile Probation manager, Manson is a great advocate for staff working in the community. He is focused on trying to make it easier for staff to do their jobs better.



As a Maricopa County employee for the past 30 years, **Anthony Weaver**, director of budget and finance with the Juvenile Probation Department, has served Maricopa County with distinction.

Weaver began his career with the County in 1976 as an intern with the Office of Management and Budget. In 1982, he joined Juvenile Probation as a finance supervisor.

"In addition to his incredible depth of knowledge and vast experience, Weaver has a historical perspective of the department," Deputy Chief of Juvenile Probation Debra Olsen said. "He is extremely dedicated and is meticulous about his work product."

Weaver's accomplishments include receiving the Juvenile Probation Department Starfish Award for "Making a Difference" and making significant contributions to Juvenile Probation's Fiscal Fitness Awards from OMB in FY 2001, 2002, 2003 and an honorable mention in FY 2005.



# Security Station Closings

## **1. East Court Building, East Entrance**

This entrance will be closed to all traffic. Employees may enter into the Central Court Building through the front entrance from 8:00 A.M. – 5:00 P.M. Employees needing to enter into East Court Building during non-business hours may enter through the front entrance of the Central Court Building utilizing the card reader on the front door. The East Court Building front entrance will provide an attorney express by-pass lane.

## **2. Central Court Building, South Entrance**

This entrance will be closed to all traffic. Employees may enter into the Central Court Building by utilizing the bridge walkway from the Madison Street parking garage to the Central Court Building (second floor).

## **3. Central Court Building, Front Entrance**

The front entrance to the Central Court Building will no longer have security staff at the front door at 6:00 A.M. Employees may enter into the Central Court Building through the front entrance of the building utilizing the card reader on the front door. The door will be staffed by security starting at 7:00 A.M. The building will be open for the general public at 8:00 A.M.

## **4. Central Court Building, Madison Street Parking Garage Bridge**

The Madison Street Parking Garage bridge entrance will be staffed by security from 7:00 A.M. – 9:00 A.M. and again between the hours of Noon and 1:30 P.M. Staff may use the card reader at this entrance to enter to the Central Court Building 24 hours a day, 7 days a week, so long as their badge is programmed to allow entry.

## **5. West Court Building, West Entrance**

The West Court Building Entrance will have security staff at the door beginning at 7:00 A.M. The doors will open to the jurors and general public at 7:30 A.M.

## **6. Cafeteria Door Entrance**

The cafeteria door located outside of the Sheriff's Office (between the East Court and Central Court Building connector) will be open ONLY between the hours of 11:30 A.M. – 1:30 P.M. During all other hours of operation, employees will be required to re-enter the building utilizing the front entrances to either the East Court or Central Court Building.

## **7. Northeast Regional Court Center, Employee Rear Entrance**

The rear door employee entrance will be staffed by security between the hours of 7:00 A.M. – 9:00 A.M. and again at 12:30 P.M. – 1:30 P.M. This door will still be available to NERCC employees to utilize as an employee entrance.

## **8. Northeast Regional Court Center, Main Entrance**

The main entrance will be staffed by security for Night Court Tuesday through Friday between the hours of 5:00 P.M. – 9:00 P.M. and every other Saturday between the hours of 8:00 A.M. – 5:00 P.M.

## **9. Durango Juvenile Court, Main Entrance**

The main entrance will be staffed by security for Night Court Monday through Friday between the hours of 5:00 P.M. – 9:00 P.M. and every Saturday between the hours of 8:00 A.M. – 5:00 P.M.

## **10. Adult Probation Regional Offices**

The Glendale, Black Canyon and Mesa Regional APD offices will be staffed by security Monday through Friday between the hours of 7:00 A.M. – 10:00 P.M.

## **11. Southeast Adult Court, South Entrance**

In a memo dated January 2, 2008 Security Screening Stations, it was announced that the main South entrance at SEF would be closed. Based upon acquisition of additional parking south of the building (the old Arizona Republic parking lot), these doors will remain open.

# Research Tip of the Month

## Taxes Made Easy

It's tax season already. And, if you are like most people, you find taxes to be a complex web of knots. If you or a court customer has a tax question, let the Law Library help unravel the knot! While we don't do taxes, we do have a wide variety of resources available to assist our library patrons with tax questions.

As the Law Library has done for many years, we continue to provide hard copies of state and federal tax forms and instructions. But, the Law Library doesn't stop there. Our website provides links to many online tax resources. From the Law Library home page under Research Links, you can find our link to Tax Resources. In particular, we often refer people to the IRS website where they provide many helpful publications that explain tax procedures and options.

If the tax forms, instructions and links aren't enough, our patrons can find many additional resources in the library. Our law librarians crafted a Tax Research Guide which also available online as part of our Research Guide series. This guide, designed for use by the layperson, refers to some of our self-help tax books. Sample titles include "Survive a Tax Audit" and "Lower Taxes in 7 Easy Steps."

The library also has many tax resources for advanced and complicated tax questions. For example, the BNA Tax Management Portfolios offer in-depth analyses of tax laws on a variety of topics such as "Home Office, Vacation Home, and Home Rental Deductions" and "Taxation of Jointly Owned Property."

For more information about our tax resources or any other library services, please contact the Law Library at X63461, or [services@scll.maricopa.gov](mailto:services@scll.maricopa.gov). Our mission is to provide the Court with timely, efficient, and reliable access to legal information!

**Submitted by Jennifer Murray**  
**Law Library**

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## *Security Closings Continued.....*

### **Special Note:**

With the availability of this additional parking, Court Administration is requesting that ALL employees park and utilize the South entrance, and refrain from parking in the North lot. Please leave the North parking lot for our court patrons, jurors, attorneys and law enforcement.

### **12. All Sites**

In addition, all other security stations for all sites will only be manned from 8:00 A.M. – 5:00 P.M. with the exception of the WCB Juror Entrance, which will open at 7:30 A.M.; Northeast night and weekend court hours; and Durango Juvenile night and weekend court hours. All exits will permit exiting buildings.

### **Special Note:**

Doors marked "Closed To All Traffic" will not permit entrance or exit unless an evacuation of a building is required.

### **13. Security Reminder to all Court Employees**

With these necessary closings due to budgetary cutbacks it now becomes even more important for ALL court employees to assist in keeping the courts safe and secure. Employees are reminded that allowing someone to enter the building behind them without checking that person compromises the security of the entire complex. Please remember that keeping our environment safe is everyone's responsibility. Your assistance and cooperation in these changing times is greatly appreciated by Court Administration.

### **14. Card Reader Access**

If you attempt to use a card reader and you are a court employee, and your badge does not work, please contact Nelda Hudson at 506-7034 to have your badge reprogrammed.

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# Courtside

## *Photo Highlights*

### *Judicial Photo Day*



*Smile!*



*Presiding Judges*



*Superior Court Judges*



*Superior Court Commissioners*