

Judicial Branch News



Employee Satisfaction Committees Selected



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April 2014

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Judicial Branch News

The Judicial Branch News is an online newsletter published by the Media Relations Department.

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Employee Satisfaction Committees

Many thanks to all employees who volunteered to serve on an Employee Satisfaction Committee. Unfortunately, due to the tremendous numbers of volunteers, not everyone could serve.

Based on the survey results, the committees are addressing three areas that need improvement: work life, communication and innovation. To resolve the identified issues, the Judicial Branch tasked members of its Executive Leadership Team to chair sub-committees that are representative of all factions of the Judicial Branch. We look forward to the results of these teams.

WORK LIFE

TRAINING



Phil Hanley and
Diana Hegyi

Ambert, Araceli
Bee, Susan
Braskett, Gloria
Bridget, Gary
Burdine, Holly
Dorame, Colleen
Fatigona, Eva
Galbreath, Harriet
Haught, Shawn
Long, Marie
Miller, Kyle
Radler, Danielle
Rosecrans, Randal
Tuba, Kristina
Young, Elisa

FLEX TIME



Barbara Broderick and
Danna Quinn

Anderson-Head, Shari
Ash, Lori
Braker, Kyla
Flowers, Nichole
Hunt, Kristen
Jones, Brenda
Kelly, Kim
Keshishian, Tiffany
Lopez, Chuck
Prieto, Robert
Sandbloom, Linda
Schatza-Daly, Tracy
Scott, Connie
Strombeck, Leslie
Williams, Chad

BI-LINGUAL PAY



Danna Quinn and
Karen Westover

Alvares, Jessica
Azpeitia, Amy
Barron, Manuel
Collins, Paula
Facio-Barriga, Claudia
Hathcock, Jason
Hernandez, Erma
Herrera, Jasmine
Leon, Pamela
Maurin, Maria
Nageotte, Sandy
Rodgers, Daniel
Rubenstein, Debra
Suastegui, Ramiro
Villegas, Gladys

Communication

INTER-DEPARTMENTAL



Eric Meaux and
Karen Westover

Arra, Karen
Czerniejewski, Michael
DeCoste, Cassandra
Easterday, Rona
Elston, David
Frazier, Kathleen
Garrett, Penne
Grasser, Daniele
Grossley, Kafi
Lusk, Kelly
Mullins, Kathleen
O'Connor, Patricia
Shrum, Charlotte
Stiles, Andrea
Ward, Kristi

BENCH AND EMPLOYEE



Phil Knox and
Hugh Gallagher

Babicky, Michael
Botz, Charles
Coe, Paula
Dallman, Kristi
Fox, Daniel
Funari, Vincent
Heniger, Heidi
Hoskins, Robin
Koeller, Jim
Mancinelli, Cynthia
Murillo, Sarah
Slone, John
Stevens, Cynthia
Weyrauch, Joan
Williams, Reggi

Innovation

TECHNOLOGY



Tom Moseley and
Richard Woods

Bledsoe, Brian
Burgess, Daniel
Feijoo, Sandra
Garcia, Julian
Hendershot, Mark
Jackson, Darlene
Kokes, Richard
Mullen, Jeremy
Paulus, JoAnn
Popovici, Christian
Rego, Rodney
Rogers, Kristina
Tirado, Randy
Vail, Kelly
Williams, Ben

CASA Kicks Off “Be That Someone” Campaign



This April, the Court Appointed Special Advocate program, CASA of Maricopa County, is kicking off National Child Abuse Prevention Month with the launch of a year-long volunteer recruitment campaign called “Be That Someone.”

Campaign posters, postcards, flyers, and table tents will be distributed throughout Maricopa County to educate the public about child abuse and neglect, as well as encourage members of the community to become a Court Appointed Special Advocate for a child in the foster care system.

“We have a remarkably high number of dependency cases in Maricopa County, and the vast majority of those children are currently without an advocate,” said Laurie Laughlin, Program Director for CASA of Maricopa County.

CASA of Maricopa County hopes that launching this campaign during Child Abuse Prevention Month will help shine a light on the urgent need for additional volunteers. Currently in Maricopa County, there are 5,650 cases containing 10,184 children that have been removed from their homes due to abuse or neglect. Despite this alarming number, there are currently only 470 CASA volunteers that are advocating for these children in court.

“Children in foster care experience a tremendous amount of change and instability. These children don’t have someone that they can rely on, someone to keep them safe and make sure their voices are heard,” said Laughlin. “We at CASA of Maricopa County are challenging you to ‘be that someone’ for a child in foster care. This is literally an opportunity to change a child’s life forever.”

CASA volunteers serve as critical figures in the lives of children who have suffered from abuse or neglect. After receiving special training and being appointed by a judge, CASA volunteers gather all of the information involving a child’s case and make formal recommendations to the court on the child’s behalf. As a result, children with a CASA volunteer spend less time in foster care and receive better access to support and services.

For more information on CASA of Maricopa County, or to become a Court Appointed Special Advocate, visit www.maricopacasa.org.

Submitted by Justine Grabowsky

APD Employee Volunteers at Canine Event



Jim Frost holds a model of the Military Working Dog Teams National Monument.

Each year, Jim Frost, who works with Adult Probation’s Fugitive Apprehension Unit, plays an active role at the Arizona Law Enforcement Canine Trials in Scottsdale.

During the 2014 trials, Frost took a moment to recognize the men and women, including court personnel, who made contributions to the creation of the Military Working Dog Teams National Monument at Lackland Air Force Base near San Antonio, TX.

Frost has volunteered at the Arizona Law Enforcement Canine Trials since 2006, and has been instrumental in the building of the monument.

Submitted by Jim Frost

Employee Anniversaries

5 Years

Sharon Smith, Judicial Assistant

10 Years

Donna Swan, Surveillance Officer

Theresa Day, Judicial Clerk Senior

Michelle Lunn, Juvenile Probation Officer Supervisor

Heather Benally, Detention Officer Supervisor - Probation

Philip Kafka, Probate Examiner

Jessica Morones, Judicial Specialist

Christine Macy, Judicial Clerk Associate

15 Years

Tina Cuellar, Presentence Screener

George Foster, Superior Court Judge

Brenda Luevano, Judicial Clerk Supervisor

Rose Moreno, Juvenile Probation Officer

Richard Ireland, Court Conciliator

Maria La Scala, Adult Probation Officer

Iliana Apodaca, Judicial Clerk Lead

Sheri Hanosh, Administrative Assistant

20 Years

Taylor Pile, Adult Probation Officer Supervisor

25 Years

James Meyer, Adult Probation Officer

Dana Dowling, Judicial Clerk

William White, Judicial Clerk Lead

33 Years

Brad Finch, Human Resources Specialist

* Information provided by Debbie Gilliland in the Human Resources Department.

Governor Appoints Judge Starr



Patricia Starr

Governor Jan Brewer appointed Patricia Starr, a former Commissioner with more than 20 years of legal experience, as a Maricopa County Superior Court Judge.

Judge Starr fills the vacancy created by the retirement of Judge Larry Grant.

“Judge Starr has deep experience in handling criminal cases at all levels, and she has already distinguished herself as an able judicial officer on our bench during her assignments within the criminal department,” Presiding Judge Norman Davis said.

Judge Starr has been a Maricopa County Superior Court Commissioner since 2011. Prior to her appointment as Commissioner, she served as Capital Staff Attorney for the Arizona Death Penalty Judicial Assistance Project; Assistant Attorney General for the Arizona Attorney General’s Office; Deputy County Attorney for the Maricopa County Attorney’s Office; and Law Clerk to the Honorable Jefferson Lankford with the Arizona Court of Appeals.

In 2006, she was nominated for the Arizona Prosecuting Attorneys’ Advisory Council’s David E. White Excellence in Victim Advocacy Award and earned the Arizona Attorney General’s Office of Victims Services Award in 2007. During her time with the Maricopa County Attorney’s Office, Judge Starr was named Appeals and Research Division Attorney of the Year and Pretrial Division Attorney of the Year.

She earned her Juris Doctor, *Magna Cum Laude*, and her Bachelor of Science in Health Sciences, *Magna Cum Laude*, from the University of Arizona.

HR Updates: Did You Know?

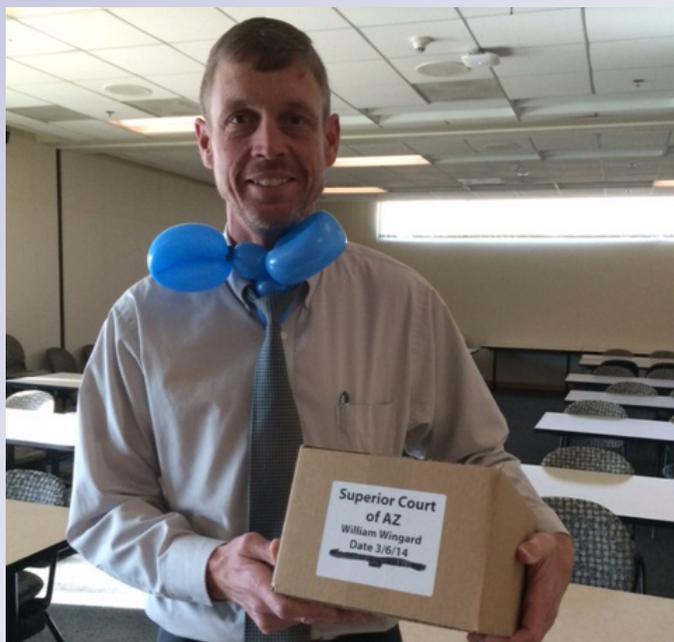
Human Resources wanted to share two recent changes. For questions about these changes or any other issues, please contact any Human Resources manager.

1. Recruiting and Hiring: On March 1, a new Recruiting and Hiring Policy was implemented, which applies to all classified and most unclassified staff. Hiring the best candidates for all positions will continue under this new policy, although some of the burdensome requirements (such as contacting half of the individuals on the certification list) have been lessened to provide for greater flexibility and quicker processes. With this new policy, HR will take a greater role in the hiring process in order to assist hiring departments and to ensure consistency. HR will need to perform a final review prior to each job offer to verify that all requirements have been met.

2. Discipline: Also on March 1, the Judicial Merit System Resolution and Rules (JMR) were updated. Most of the changes are minor; however, the changes led to some renumbering. If an employee under JMR is issued discipline, be aware that the “causes for discipline” that previously were under JMR Section 16 now fall under JMR Section 14. (The actual causes for discipline remain the same.) All future discipline letters should reflect the new numbering sequence.

Submitted by Jamie Harding

Commissioner JPS Training



Commissioner William Wingard holds a box of surveys at Commissioner Judicial Performance Survey Training.

Court Receives Honor

The Arizona Courts Association selected Superior Court as the recipient of its 2014 Award of Excellence for the design, development and implementation of the Electronic Petitions to Revoke program.

Commissioner Justin Beresky and Mary Stuart-Bronski of Adult Probation will accept the award at a luncheon Thursday, April 24th at the Prescott Resort and Conference Center in Prescott, Arizona.

Since the program's pilot in January 2013, Superior Court has reduced the amount of time it takes to process petitions to revoke probation from two weeks to two days. By apprehending probation violators sooner, the process has become more accurate and public and officer safety has improved.

Submitted by Johnny Tse

Employees Complete Arizona Court Supervisor Program



Back row, left to right – Adrijana Vojvodic, Tamara Ogden and Todd Ridenhour. Front row, left to right – Christopher Candelaria, Tammi Asay and Tony Stropoli.

Six Criminal Court Administration employees completed the Arizona Supreme Court's Arizona Court Supervisor (ACS) program in March. The ACS program consisted of webinars, self-paced online classes, and face-to-face classes held at the Judicial Education Center. Each participant had to complete 18 classes. Criminal Court Administration is very proud of these employees and their accomplishment.

Submitted by Paula Collins

Adult Probation Graduation Ceremony



Associate Presiding Criminal Judge Joseph Kreamer swears in the Adult Probation Department's most recent graduating class of probation officers. The event took place on March 26th at the Downtown Justice Center in Phoenix.



Graduating class of Adult Probation Officers: Seated left to right - Janet Acuna, Victoria Holloway, Kimi Colton, Thomas Goss and Kelly Hanson. Standing left to right - Judge Joseph Kreamer, Wallace Clark III, Anna Crittendon, Deputy Chief Mike Cimino, Alexandria Perez, Jule Andreski, Kimberly Roberson, Ariana Barone, Christopher Smith, Jarod Powell, Clint Bell, Samuel Pavlisick, Sarah Larson, Matthew DeVerna and Deputy Chief Saul Schoon.

Probate Expands ADR and Mediation Program

Most probate cases are uncontested. However, when contested, probate cases undergo a lengthy resolution process involving settlement conferences that routinely exceed three hours. Resolution of complex probate cases is even more laborious. To expeditiously and effectively process complex cases, the Probate Alternative Dispute Resolution (ADR) and Mediation Program was expanded with the goal of improving settlement rates and enhancing judicial oversight on contested cases that can result in litigation and attorneys' fees that rapidly drain an estate. By requiring litigious parties to participate in mediation, early resolution can be achieved.

Probate cases classified as complex will be assigned to an experienced and credible person or entity serving in the capacity of a mediator. This protocol was established by a committee of Probate Judges, retired Commissioners, attorneys and mediators. Using grant funds, an expert in the field of dispute resolution and mediation practices was contracted to facilitate training. A nationwide solicitation of experts in mediation resulted in Professor Art Hinshaw, Clinical Director of the Lodestar Dispute Resolution program at Arizona State College of Law being selected as trainer. Professor Hinshaw and the committee met several times over a six month period to create the most viable training curriculum possible.

On March 20-21, more than 70 participants attended the seminar held at Table One. The seminar's purpose was to inform and train on best practices in the mediation and settlement of Title 14 matters (probate and trust cases, guardianships, conservatorships), and to further educate attorneys, Judges Pro Tem and mediators who have current knowledge and practical experience with matters involving Title 14 and A.R.S. 46-456. One of the qualifiers to be placed on the court-approved mediator roster is attendance and completion of the mediation training.

Important Facts Regarding Open Enrollment

Open Enrollment for the 2015 Benefit Plan Year began at 8:00 am on April 14, 2014 and runs through 5:00 pm on May 9, 2014.

Some of the benefit changes for the new plan year include:

- Addition of United Healthcare to manage the Preferred Provider Organization (PPO) and High Deductible Health Plan (HDHP)
- Out of Pocket maximums (OOP)
- New bank to manage the Health Savings Account (HSA)
- Frequency of Life Insurance and Flex Spending Account deductions will be changed to 24 per year (currently set at 26 deductions per year.)
- Minimal premium changes

This Open Enrollment is Passive which means you are not required to make elections and the elections you currently have will carry forward to the next benefit year. However, there are exceptions to this rule. Those employees wanting to do any of the following, must access the enrollment system to make the necessary elections.

- Make new benefit elections or change your current ones
- Add or drop dependents
- Elect the Flexible Spending Accounts
- Designate payroll contributions to a Health Savings Account
- Update your biometric screening, health assessment and tobacco use status
- Add or update your beneficiaries for life insurance

Even with a passive enrollment, it is highly recommended that all employees log onto the ADP Open Enrollment portal at <https://portal.adp.com> to review their elections and print the benefits summary offered at the end of your review.

It is important to note that absolutely no changes to your elections will be allowed after May 9th at 5:00 PM unless you or your family has a qualifying event during the plan year. Therefore, please make your choices carefully. Remember to click the "Submit" button after you make your choices, print the summary page and complete your elections before Open Enrollment closes at 5:00 pm on May 9th.

For more information, please see the What's New? Annual Benefits Open Enrollment Guide located on the EBC: <http://ebc.maricopa.gov/benefits/oe1415.html>.

If you have additional questions please contact the Benefits Office at 602-506-1010 option 3.

Additional contact information:

Cigna
Group #3205496
Customer Service (800) 244-6224
Pre-Enrollment Questions (800) 564-7642

United Healthcare
Group #901632
Customer Service
(888) 876-7098

Judicial Branch Human Resources:
Tracy Randall: 602-506-6465
Brad Finch: 602-506-3288
Sharon McCammond: 602-506-4135
Debbie Gilliland: 602-506-4659
Gary Bridget: 602-506-8568