

Judicial Branch News

Onboarding: Welcoming Employees in a New Way



Story on Page 4





Features

- 3 Behind the Bench: Judge Q-and-A
- 4 Onboarding: Welcoming New Employees in a New Way
- 5 Employee Anniversaries
- 6 Judge Throws Out First Pitch
- 7 Strategic Projects Spotlight
- 8 NACo Awards
- 9 Court Interpreters Receive Credentials

Judicial Branch News

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

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Judge Bradley Astrowsky



Judge Bradley Astrowsky

What do you like the most about your current assignment?

Working in the Criminal Division feels like home. I spent the lion's share of my career in the criminal realm. Therefore, the familiarity with the subject matter is helpful to my ability to be effective in this assignment. I particularly enjoy spending most of the day in the courtroom.

What advice would you give a new lawyer?

One of the most important lessons for any trial attorney to learn is: "Know your audience." The method in which one might address an argument to a jury is not necessarily the same method one might use to address the court. Additionally, I would suggest that while one might take what one does very seriously, one should not take oneself too seriously.

What do you think has changed the most in the legal profession since you attended law school?

When I attended law school there were no laptops in the classroom. This was because nobody owned one. I did not even own a computer when I began law school. Now, no attorney or judge could effectively do his or her job without the use of multiple electronic devices.

What is your favorite thing to do when you are not working?

I enjoy spending time with my family. It won't be long until my kids [hopefully] leave the home to attend college [Bear Down]. I want to maximize my time with them before then.

What piece of advice would you give your 20 year old self?

To quote the advice Aaron Burr gave Alexander Hamilton, albeit in the Broadway musical Hamilton, "Talk less. Smile more." In addition, make sure you bet big on Buster Douglas in his fight against Tyson.

If you weren't a judge what would you be?

Realistically, I would likely be in private practice in a small firm with a friend or two or in a Government office. Ideally, I'd be a player/manager/GM with the New York Yankees.

Judge Aimee Anderson



Judge Aimee Anderson

What do you like the most about your current assignment?

It's location—at N.E.

What advice would you give a new lawyer?

Same advice I would give an old lawyer--Get organized!

What do you think has changed the most in the legal profession since you attended law school?

Being in the courtroom almost every day.

What is your favorite thing to do when you are not working?

Going to California with my family.

What piece of advice would you give your 20 year old self?

Work on a good plan B (or C, D,...)

If you weren't a judge what would you be?

Child psychologist.

Attention Judges

Each month, the Judicial Branch News will highlight a Judge(s) for its *Behind the Bench: Judge Q-and-A*.

Judges please keep checking your inbox for your *Q-and-A*. **(And don't hit the delete button)**



Presiding Judge Janet Barton greets new employees.

Onboarding: Welcoming Employees in a New Way

On August 9th, the Judicial Branch of Arizona in Maricopa County kicked off its first half day welcome event.

The event is part of Human Resources and the Training Department's initiative to redesign new employee orientation. The new onboarding system, which was two years in the making, is geared to improve employee engagement and reduce turnover.

"We all know how much work goes into selecting the candidate for a position. We want to provide our new employees with the tools to succeed in the organization and become productive, engaged members of our team for years to come," said HR Director Danna Quinn.

Among the changes include a peer buddy system and immediate access to computer based training. Another significant component of the onboarding system is a half day welcome event that gives the new employees an overview of the Judicial Branch's mission, vision and values as well as a focus on procedural fairness by Judicial Branch Administrator Raymond Billotte. The event also includes a swearing-in ceremony by Presiding Judge Janet Barton and presentations by Danna Quinn, Court Security Administrator Shawn Gibbs, Commissioner Rick Nothwehr and Deputy Court Administrator Bob James.

*Cindy Reid
Education and Training Director*

Employee Anniversaries

5 years

Martha Wanke, Judicial Clerk
 Andrea Miranda, Judicial Financial Clerk
 Stephan Youngkrantz, Judicial Branch Security Officer
 Philip Zeblisky, Accountant
 William Berg, Adult Probation Officer
 Michelle Contorno, Judicial Clerk Senior
 Jesse Greenson, Judicial Clerk Senior
 Timoty Engely, Judicial Branch Security Sergeant
 David Hodge, Judicial Branch Security Officer
 Michael Land, Communications System Operator
 Megan Baty, Juvenile Probation Officer
 Sara Camacho, Judicial Assistant
 Tracey Randall, Human Resources Support Supervisor

10 Years

Jacqueline Felicetta, Judicial Clerk Senior
 Alphonso Bryant, Juvenile Probation Officer
 Christopher Miller, Juvenile Detention Officer
 Tracey Bonnetcarre, Court Recording Monitor
 Patricia Lozano-Garcia, Judicial Branch Security Officer
 Cindy Maldonado, Judicial Branch Security Officer
 Larry Schulze, Judicial Assistant
 Carol Scott, Judicial Branch Security Officer
 Julie Anderson, Surveillance Officer
 Kayla Cathcart, Adult Probation Officer
 Katherine Evers, Adult Probation Officer
 Christopher Fox-Fitzgerald, Adult Probation Officer
 Aljandra Garza, Adult Probation Officer
 Joseph Paladini, Adult Probation Officer
 Gisela Stock, Case Administrator
 Pamela Dalzell, PC/LAN Technician - Sr/Ld
 William Janowicz, Judicial Clerk Senior
 Karen Roush, Management Analyst
 Deborah Barnaby, Judicial Clerk Associate
 Kelly Huerta, Judicial Assistant
 David Johnson, Judicial Clerk Lead
 Veronica Fierro, Juvenile Probation Officer

15 Years

Mary Ruelas, Judicial Clerk Associate
 Gregory Cotronakis, Juvenile Detention Officer
 Pamela Hall-Blake, Juvenile Probation Officer
 Shana Leach, Juvenile Probation Officer
 Amanda Martinez, Juvenile Probation Officer Supervisor
 Emelda Dailey, Program Coordinator
 Sherry Stephens, Superior Court Judge
 Hance Wilhite, Communications System Operator
 Devon Clifford, Juvenile Detention Officer
 Joann Paulus, Business/Systems Analyst
 Cynthia Markovic, Judicial Clerk Lead
 Robert Casillas, Juvenile Detention Officer
 Demond Pride, Juvenile Detention Officer
 Cheri Lee Clark, Justice System Administrator
 Harry Turner, Judicial Branch Security Officer

20 Years

Pamela Lim, Juvenile Probation Officer
 Robert Noble, Juvenile Probation Officer
 James McDonald, Programmer/Analyst
 Karen Westover, Superior Court Deputy Admin
 Shelby Demassari, Judicial Assistant

25 Years

Hector Ramos, Adult Probation Officer
 Stephanie Garner, Juvenile Probation Officer

30 Years

Kim Boettcher, Adult Probation Officer
 Elizabeth Forton, Adult Probation Officer
 Douglas Frantz, Adult Probation Officer Supervisor
 Randy Tirado, Business/Systems Analyst - Sr/Ld
 Sherry Smithee, Judicial Clerk Supervisor

31 Years

Lilia Linn, Management Assistant

37 Years

Scott Loos, Court Interpreter Supervisor

** Information provided by the Human Resources Department.*

Judge Throws Out the First Pitch



Recently, Superior Court Judge Stephen Hopkins, who grew up near Peoria, Illinois, threw out the first pitch at the Peoria Chiefs baseball game. The Chiefs are the single A affiliate of the St. Louis Cardinals. Judge Hopkins was in Illinois this Summer on vacation.

Commissioner Appointment



Commissioner
David Garbarino

Presiding Judge Janet Barton appointed David Garbarino as a Commissioner, filling the vacancy created by the retirement of Commissioner James Morrow. He will assume Commissioner Morrow's Civil calendar on September 1.

Commissioner Garbarino earned an undergraduate degree from the University of Arizona, and a law degree from Arizona State University.

After graduation, he clerked for Arizona Supreme Court Justice Rebecca White Berch. He then joined

the firm of Mohr, Hackett, Pederson, Blakley & Randolph, P.C., which merged with Sherman & Howard in 2009. In 2014, he left Sherman & Howard to work for the Consumer Protection and Advocacy Section of the Arizona Attorney General's Office. This past May, he left the Attorney General for the private sector.

CSAW Workshop



Family Court Presiding Judge Paul McMurdie quashes a warrant during the Child Support Arrest Warrant Workshop. In exchange for paying one full month of child support and participating in future hearings, the Court quashed arrest warrants for obligors.

Strategic Projects Spotlight

Change typically happens from the outside in, or from the inside out. The Strategic Projects presented this month demonstrate how the Judicial Branch is tackling both: improving how the public perceives and accesses Judicial Branch services (outside in), and how Judicial Branch leaders hone their skills, benefitting employees and the public (inside out).

Project # 1: Website Refresh

One of the first ways the public comes into contact with the Judicial Branch is through the website. Jurors log on to sign up for jury duty, self-represented litigants find and file forms electronically, defendants can make payments, and anyone can look up cases. These services and others are especially important to the Judicial Branch's diverse populations, like those living in remote areas or lacking transportation to get to the courthouse. According to the Strategic Projects document, "Expanding the ability to do business with the Court/Branch electronically... will improve access," a primary objective of the Strategic Projects.

Collaboration is a mainstay of the Website Refresh team, as they sought input from all users, including judges, staff, intergovernmental agencies, and the public; the team even asked personal friends and family what they would like to see in a Judicial Branch website. The completed online and in person surveys totaled over 500 responses. Additionally, the team worked with the Signage Implementation Strategic Project to incorporate their innovative ideas (see Judicial Branch News, July 2016). Through this outreach, the project co-chairs, Jayne Pendergast and Chris Holly report that "the public is looking for self-service information, and [the Website Refresh] is the best way to provide it. Every member of the public that we can help before they get to court helps with the efficiency that the court can run and helps us provide equal access to justice to everyone."

The group continues to refine the ideas in anticipation of a 2017-2018 launch of a Refreshed Website.

By Michelle Dunivan

Project #19: Judicial Branch Leadership Training

Leadership is a characteristic often hard to define in words, but easily felt. You know it when you see it and unfortunately, you know if it's absent. What makes a good leader? Why is effective leadership important? How do leaders communicate effectively, establish a common vision, and inspire others in their organization to excel? These and many other questions will be asked and answered during a one-day workshop that will be held on September 30, 2016 for both judicial and non-judicial leaders.

Members of the Judicial Branch's Judicial Executive Committee (17 Superior Court Judges and 3 Commissioners) will join the Branch's Executive Management Team (13 Administrators from Superior Court, Adult Probation and Juvenile Probation) for this one day session presented by the National Judicial College. In addition to those learning objectives noted above, participants will have the opportunity to explore and understand their own personal leadership styles and gain a greater understanding of team oriented leadership and its benefits for our organization.

Our Judicial Branch has a long and storied history of strong and successful leadership and through programs like this we will continue this valued tradition. As one of the largest court systems in the United States, it is important that our employees, justice system partners and stakeholders, and the public we serve are confident that the Judicial Branch can and does operate with the utmost efficiency and effectiveness. Leadership is a key component of that success.

By Judicial Branch Administrator Raymond L. Billotte and Hon. Christopher T. Whitten

2016 Maricopa County NACo Achievement Award Winners



ASU Collaborative to Combat Sex Trafficking



Plarn Project



Building Sustainable Leadership: Supervisor Leadership Academy



Unearthing Community Corrections: Garfield Community Garden



Trauma Informed Court Practices - Use of Restraints Reduction



Voluntary Call-in Warrant Process



Thomas Cromwell, Marcela Abner, Katerina Borghi and Sylvia Fisher passed the new Arizona certification exam for Spanish to English interpreters.

Court Interpreters Receive Credentials

On January 6, 2016, the Arizona Supreme Court entered an administrative order citing Article VI, Section 3, of the Arizona Constitution, establishing a credentialing program for foreign-language interpreters appearing in matters before the courts of Arizona.

All court staff interpreters must achieve a permanent Arizona credential at Tier 3 or 4 by June 30, 2019. Reciprocity is granted for certain certifications issued by other states and by the Administrative Office of the United States Courts.

The Department of Court Interpreting and Translation Services has begun the process of registering its interpreters in the credentialing program; six staffers have been granted reciprocity, three at level 4 and three at level 3 and now four more CITS staff have been granted the credential through Arizona's certification exam: Marcela Abner, Tom Cromwell, Katerina Borghi and Sylvia Fisher.

*By Scott Loos
Supervisory Interpreter and Staff Developer*