

Judicial Branch News



Town Halls: Keeping Employees Informed

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Cover - Judicial Branch Administrator Ray Billotte leads a town hall session at the Downtown Justice Center.

Judicial Branch News

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

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Town Halls: Keeping Employees Informed

Judicial Branch Administrator Ray Billotte is meeting and listening to the views and ideas of employees to make the Judicial Branch an even better place to work.

Mr. Billotte has organized a series of town halls to discuss the results of the Employee Satisfaction Survey (ESS).

At the town halls, Mr. Billotte is delivering presentations on the ESS results, sharing his observations from his first 16 months and communicating his and the Executive Management Team's course of action.

During the town hall at the Downtown Justice Center, Mr. Billotte said, "I've had the great pleasure of being at many sites, meeting many employees and their job performance is incredible. But my general reaction, based on the survey comments and my own observations, there are areas we can improve."

Other than compensation, an issue Mr. Billotte and Presiding Judge Norman Davis continue to bring to the attention of Maricopa County leaders, flex time was a leading issue raised on the ESS survey.

"If the employees want us to look at the flex time issue, we will look at it," Mr. Billotte said. "We are going to try and bring it within the parameters of our organization. It may be challenging but we will try."

To resolve the top issues identified by the employees who took the survey, Mr. Billotte has tasked members of the Executive Management Team to chair sub-committees that are representative of all factions of the Judicial Branch.

Town Halls - Continued on page 3

Read Full Reports Online
Engagement Session Outcomes

ESS Survey Results

ESS Survey Results

(Slides from the town hall presentation)



Photos of the DTJC Town Hall



Judicial Branch Administrator Ray Billotte meets with employees at a recent town hall at the Downtown Justice Center.

Town Halls - Continued

Committees are looking at issues like flex time, bilingual pay, training, communication and innovation.

In the near future, employees will be invited to participate on these subcommittees.

Also, each one of the departments in the Judicial Branch has a list of items to be addressed, specific to their department. Mr. Billotte has tasked the Executive Management Team to make sure they are working with their department managers to implement and address those issues as well.

"I'm hoping this year's survey will be different than years past," Billotte said. "I wanted you to hear the results and know what was on our mind as we go forward to address the issues you believe are most important to us as an organization. The Executive Management Team and I have a plan in place, and we expect to carry it out."

As developments arise, Mr. Billotte and the Executive Management Team will provide short video status reports on progress.

"A very important piece of our plan is to keep you informed, keep you apprised of our work," Mr. Billotte said.



Employee Anniversaries

5 Years

Justin Aldecoa, Judicial Assistant
Luann Raderstorf, Judicial Clerk
Dennis Williams, Security Officer II

10 Years

Kimberly Battle, Adult Probation Officer
Justin Burns, Adult Probation Officer
Jolie De Long, Adult Probation Officer Supervisor
Kyesha Gatison, Adult Probation Officer
Dana Harrington, Adult Probation Officer Supervisor
Steven Jackson, Adult Probation Officer
Michael Landingham Jr., Adult Probation Officer
David Perkins, Adult Probation Officer
Denise Pine, Adult Probation Officer
Kenneth Snodgrass, Adult Probation Officer
Dana Youhas, Adult Probation Officer
Alexander Stojsic, Program Coordinator
Melissa Cinquini, Adult Probation Officer Supervisor
Karen Spitler, Adult Probation Officer
Amy Boylan, Court Conciliator
Monique Garcia, Adult Probation Officer
Stephen Alger, Juvenile Detention Officer

15 Years

Rhoda Williams, Adult Probation Officer
Sharon Cummings, Juvenile Probation Officer
David Talamante, Superior Court Judge
Chad Williams, Juvenile Probation Officer Supervisor

20 Years

Sally Stearman, Court Reporter
Irene Ayala, Case Administrator

30 Years

Sheila Copalman, Judicial Assistant
Deborah Croci, Court Reporter

Continuously Improving with Evidence Based Practices

The Juvenile Probation Department has continuously sought to advance best practices and develop innovative programs to meet the needs of our youth and families. In addition, to a number of long standing processes such as objective detention screening assessments and diversion programs such as teen court, the Department offers a number of model programs that have demonstrated their effectiveness through research.

The Department furthered its commitment as evidenced by these highlights from 2013:

ASU Disparity Study – In conjunction with our research staff, an analysis of case files was completed to further our awareness and understanding of disparity issues impacting our community.

Daily Detention Reports and Monthly Reports – Daily reports now provide Department staff and key agencies with real, timely information about our youth being detained.

Juvenile Detention Alternatives Initiative (JDAI) – A new multi-agency steering committee was developed with critical support and input from court agencies as well as other youth serving entities. Using a driven process, a “Purpose of Detention” statement was adopted that will help guide an ongoing review of policies, practices, and resource allocation to ensure that the right youth are detained for the right reasons.

Co-located Crisis Intervention (CCI) – We partnered with the Crisis Response Network to improve our response at the time of detention screening with the goal of reducing detention admissions and linking the youth and family to services in a more timely manner.

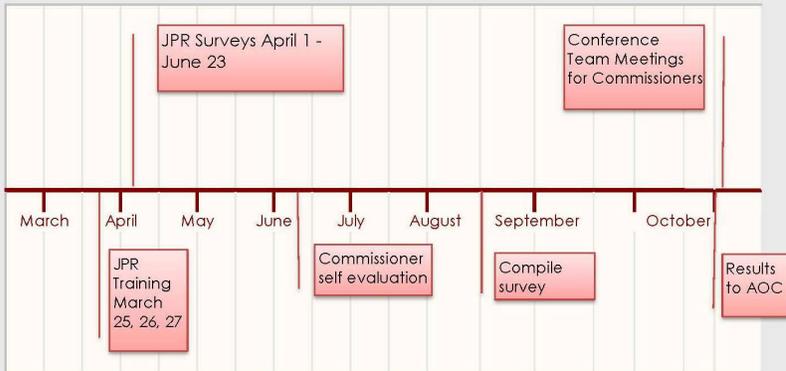
This year the Department will further advance its EBP work through the State-wide roll out of Evidence Based Practices. Our Department and Court will be in a unique position to be a leader in the nation. We are one of a few States that have adopted a state-wide assessment tool and formalized EBP code standards. In the Spring, the Department will move forward systematically through strategic planning, implementation, and an EBP certification process. So many of these efforts are the direct result of our skilled and committed staff.

Eric Meaux
Juvenile Probation Department Chief

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

Commissioner Judicial Performance Survey

2014 Commissioner JPR Timeline



From April 1 to June 24, Maricopa County Superior Court will conduct the Judicial Performance Survey (JPS), an evaluation process for Superior Court Commissioners' performance. This process is required by A.R.S §12-119.04.A and Rule 97, Rules of the Supreme Court. The Superior Court is seeking input from attorneys, jurors, litigants, defendants, victims, witnesses and staff.

The JPS survey will be distributed in the courtroom to jurors, litigants, defendants, victims and witnesses. Attorneys and staff members will complete online surveys. All surveys are anonymous.

Staff training will occur March 25-27. Training locations will be announced soon.

Diana Hegyi
 Director of Research and Planning



Commissioner Jaime Holguin Retires

Commissioner Jaime Holguin retired on January 2. Commissioner Holguin has served as a Commissioner for the last eight years in the Criminal and Family Court Departments of the Court.

Prior to his judicial appointment, he served 14 years in private practice.

Commissioner Holguin earned his Bachelor of Science from Arizona State University and his Juris Doctorate from Arizona State University College of Law.

Merit Commission Honors Phillip Hanley

Judicial Merit Commission Chairman Thomas J. Davis (left) presents Administrative Services Director Phillip E. Hanley (right) a plaque thanking him for his service as secretary to the Judicial Merit Commission (2004 to 2013.) The plaque was awarded to Mr. Hanley at the most recent Judicial Merit Commission Quarterly Meeting in December.

Gary Bridget
 Human Resources

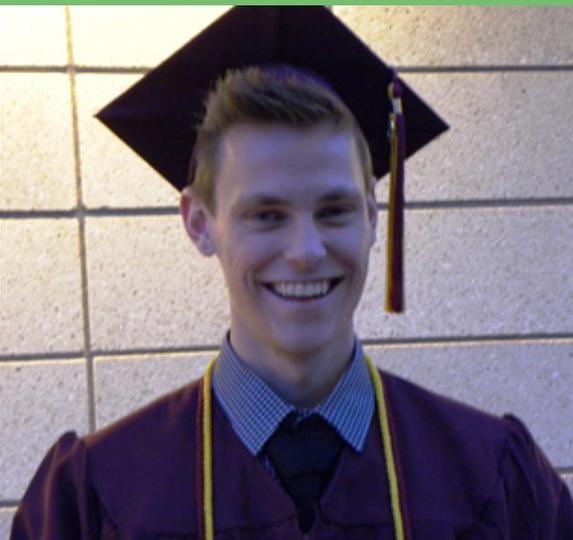


Law Librarian Says Farewell



After 25 years of dedicated service to Maricopa County, Law Librarian Susan Armstrong retired. (Left) - Susan Armstrong proudly displays a plaque presented to her by Court Administration during her retirement celebration. Right - Friends and colleagues say goodbye.

Court Employee Earns his Degree



Criminal Court Administration announces, with great pride, the graduation of Adam Geier. Geier graduated with highest honors from Arizona State University (ASU) with a Bachelor of Science degree in Criminal Justice & Criminology on December 17th.

Geier started with Criminal Court Administration in June. He is working in our Initial Appearance Court at the 4th Avenue Jail. In addition to working full-time for the court, he also has been going to school full-time at ASU's downtown campus.

When asked about his achievement, he stated: "I am really looking forward to opportunities my degree will now open for me here working for the Superior Court of Arizona in Maricopa County."

*Christopher G. Bleuenstein, Ph.D.
Deputy Criminal Court Administrator*