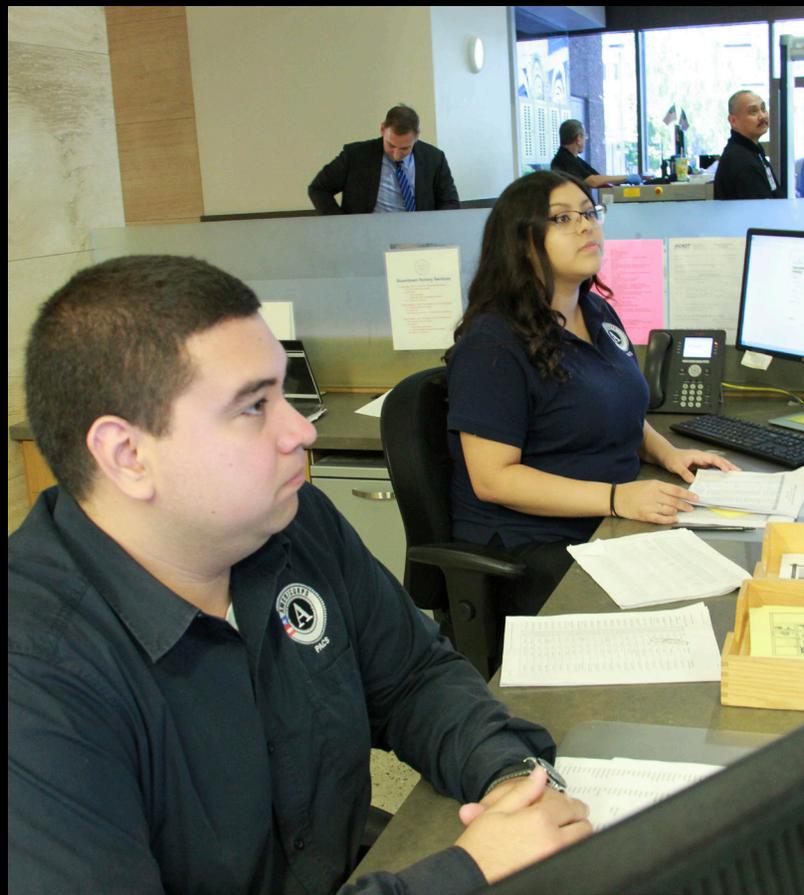


# Judicial Branch News

## AmeriCorps Tour





**Coming Soon**

**Is it Friday Yet?**

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## Judicial Branch News

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

### Contributing Writers

Debbie Gilliland  
Bob James  
Phil Knox  
Cathy Wyse  
Cynthia Goertz

### Contributing Editors

Karen Arra  
Vincent Funari  
Mary Byrnes  
Dennis Carpenter  
Michelle Dunivan  
Mary Vyverman  
Kellie Therriault



Produced by the Media Relations Department

Old Courthouse 4th Floor  
125 W. Washington  
Phoenix, AZ 85003

## Fair Justice for All Task Force

Earlier this year, Arizona Supreme Court Chief Justice Scott Bales ordered the formation of a statewide task force to study how Arizona courts ensure justice for all, regardless of anyone's financial resources. The Task Force on Fair Justice for All began meeting in April and will conclude its work with a final report to the Arizona Judicial Council at their October meeting.

The focus is on two key areas of the criminal justice system in Arizona; the use of financial conditions for pretrial release, and the calculation and enforcement of fines, fees, and other financial costs as a consequence of a criminal case.

Judges, administrators, prosecutors, defense lawyers, community advocates, and law enforcement make up the membership of the Task Force, including from this Court, Presiding IA Commissioner Lisa Roberts and Deputy Court Administrator Bob James. After a number of meetings, the Task Force members are beginning the preparation of the final report.

"It is very exhilarating sitting around the big table with many other Task Force members and working collaboratively to provide recommendations which will maximize fair justice for all," said Commissioner Roberts.

The recommendations will include an extensive educational outreach to the entire Judicial Branch in Arizona and the community at large, the use of evidence-based risk assessment tools when determining pretrial release conditions, and lobbying the Legislature to provide judicial officers with greater discretion in assessing financial penalties and the use of non-financial alternatives. Tom O'Connell, Task Force Vice Chairman and retired Maricopa County Adult Probation Officer, has been instrumental in getting this project going. He said, "Task Force Chairman Dave Byers and I have continued to be impressed by the engagement of the Task Force members on this important endeavor. During initial Task Force meetings a wide range of priorities were presented and, despite widely diverse perspectives, support coalesced around nearly all of the priorities that will be reflected in the Task Force's upcoming report. The recommendations of the Task Force are designed to promote fair justice for all in Arizona."

*Bob James*  
Deputy Court Administrator

## Commissioner to Retire in September



*Commissioner James Morrow*

Commissioner James Morrow announced his retirement from the bench effective September 2.

Before he began his judicial career in 2006, Commissioner Morrow served 13 years at the Arizona Attorney General's Office and six years in private practice.

As a Commissioner, he served in the Criminal and Civil Departments. He also spent more than two years as the Court's Presiding Commissioner.

"It's hard to adequately express how appreciative the Court is for his years of service and dedication. When the Court needed something done, Jim was there to step up and take the lead. Having served with Jim on the Judicial Executive Committee, I saw first-hand his ability to effectively advocate for Commissioners and raise issues that those of us who never served as Commissioners may have otherwise overlooked. I can tell you that while he may be quiet, when he does speak, people listen," Presiding Judge Janet Barton said.



*Presiding Judge Janet Barton (out of frame), court administrators and dignitaries meet with AmeriCorps members.*

## AmeriCorps Tour

On July 18th, representatives from the Governor's Office, the Corporation for National and Community Service (the federal agency that oversees AmeriCorps), and the White House Budget Department toured Superior Court to visit the AmeriCorps stations and participate in a question-and-answer session with AmeriCorps members, judges and administrators.

"We were thrilled to host a tour for the representatives from the White House, the CNCS, and the Governor's Office. It gave us an opportunity to showcase our remarkable PACS/AmeriCorps program, and to have the AmeriCorps members share their experiences with our guests. They were more than pleased with our program and its impact on the Court and the community, especially considering this was our inaugural year," said Shawn Haight, Deputy Director of the Law Library Resource Center.

AmeriCorps members offer assistance to individuals with such matters as orders of protection and injunctions against harassment. They will also address custody and child support issues and provide help to litigants seeking assistance for Arizona's vulnerable adult population in Probate Court.

AmeriCorps engages more than 75,000 Americans in intensive service each year at nonprofits, schools, public agencies, and community and faith-based groups across the country.

# NACo Achievement Award Winners

The National Association of Counties (NACo) recognized Adult and Juvenile Probation programs with 2016 NACo Achievement Awards. The awards are given to salute innovative county government programs. The award-winning programs are:

## **Unearthing Community Connection: Garfield Community Garden**

Prior to 2011, a large portion of the property at the Garfield Probation Center was vacant and an eyesore. The Adult Probation Department and the Garfield Neighborhood Organization started a community garden in January 2012 to beautify the area and assist community residents. This collaboration changed the face of the probation center and has made a positive impact in the neighborhood in which it exists.

## **Building Sustainable Leadership: The Supervisor Leadership Academy**

The Executive Team of the Adult Probation Department recognized the need for leadership succession planning and developed a Supervisor Leadership Academy grounded in leadership principles and focused on leadership in a learning organization. Nine Supervisor Leadership Academies have been conducted with 162 graduates, including a limited number of managers from the Court and other probation departments in Arizona. Seven Academy graduates have been promoted to the Adult Probation Executive Team and leadership has been enhanced throughout the organization.

## **Adult Probation & Arizona State University Collaborative to Combat Sex Trafficking**

Adult Probation (APD) and the Arizona State University (ASU) Office of Sex Trafficking Intervention Research partnered to address the issue of sex trafficking through training, research study, and the creation of practical tools for the field. Training related to treatment of survivors of sex trafficking and enforcement strategies of trafficking offenders was provided to the entire Adult Probation management team; a similar training was provided for over 200 adult probation officers. The officers then participated in a first of its kind study to determine the prevalence of sex trafficking (survivors and offenders) among the APD population. In addition, a unique training publication for probation officers was developed and has been shared and well received by national organizations.

## **Plarn Project**

The Plarn Project is an ongoing recycling project geared towards disabled probationers who need to complete court-ordered community restitution hours. Plastic grocery bags are collected, sorted, and cut into "plarn," which is essentially plastic yarn, then crocheted and recycled into large sleeping bag sized mats for the homeless to sleep on. As a result of the Plarn Project, roughly 82,000 grocery bags were saved from landfills in 2015, over 200 probationers completed roughly 2,300 hours of community restitution, and homeless persons were provided with a usable item to ease their living situations.

## **Trauma Informed Court Practices - Use of Restraints Reduction**

The practice of automatic shackling conflicts with constitutional presumptions of innocence and counsel, runs counter to rehabilitative ideals of juvenile justice, damages youth-adult relationships, humiliates and stigmatizes young people, and may trigger or worsen existing mental health issues. This year we are celebrating a two year milestone of having over 4,600 detained youth attend their court appearance without the restrictive use of mechanical restraints and without major incident or cause.

## **Voluntary Call-In Warrant Process (VCWP)**

An on-going review of detention utilization data informed the Maricopa County juvenile justice system that a primary reason for the use of secure care was for the clearance of warrants often associated with technical non-compliance with court ordered terms of probation. With nearly 600 active juvenile warrants on a daily basis, any improvement could have a significant impact both in terms reducing law enforcement time, detention processing activities, and administration of court processes. Since the implementation in February 2015, the VCWP has scheduled more than 286 youth for a warrant hearing without the need to be detained prior to the hearing. Nearly 90 percent of the youth successfully appear for their pre-scheduled warrant hearing. Fourteen percent of the youth were detained, subsequent to their warrant hearing.

## Line Officer of the Year



*Martha Mays*

Adult Probation Officer Martha Mays has been selected for the 2015 Line Officer of the Year Award. The Arizona Probation Chiefs, a group comprised of all adult and juvenile probation chiefs in the state, selected Martha for this award, which will be presented at their award banquet in September.

Mays supervises a specialized caseload of homeless probationers. She is an outstanding probation officer and an exceptional advocate for homeless probationers.

*Submitted by Cathy Wyse*

## Jury Competitions



*The jury team members display their patriotic creativity by decorating display cases in the jury assembly room.*

Since July of 2015, the Jury Office has conducted regular team building activities in a quarterly competition called the Jury Cup. The teams compete for bragging rights and the Ugly Trophy. Activities included How Well do You know your Boss Jeopardy, various Minute-To-Win-It tests, and even rewriting Christmas carols with jury-related lyrics.



The Summer Jury Cup competition kicked off with the decoration of display cases in the Jury Assembly Room. Jurors who served the week of the 4th of July cast votes towards their favorite display. Almost 100 jurors voted over two days. The competitions will continue through the summer and the team with the most points at the end will be the winner.



*Submitted by Candace Atkinson*

# Employee Anniversaries

## 5 Years

Iris Serrano-Cuevas, Adult Probation Officer  
 Terry Holiday, Registered Nurse  
 Michael Herrod, Superior Court Judge  
 Jamie Ahler, Attorney  
 Sidney-Helene Anderson, Judicial Assistant  
 Rodrick Coffey, Superior Court Judge  
 Lisa Miller, Judicial Clerk Associate  
 Rachele Conner, Judicial Assistant  
 Shana Glover, Administrative Assistant

## 10 Years

Mary Campanaro, Adult Probation Officer  
 Michael Barth, Court Commissioner  
 Debra Cizerle, Judicial Specialist  
 James Morrow, Court Commissioner  
 Joan Sinclair, Superior Court Judge  
 Mysti Berteau, Judicial Clerk Associate  
 Angelina Diaz, Judicial Clerk Associate  
 Kevin Sheridan, Adult Probation Officer  
 Krystal Terrazas, Judicial Clerk  
 Louis Cole, Juvenile Detention Officer  
 Veronica Rosas, Juvenile Detention Officer  
 Sheila Chavez, Case Administrator  
 Rebecca Trevino, Judicial Clerk Senior  
 Elizabeth Alvidrez, Judicial Clerk Associate  
 Christine Hanson, Juvenile Detention Officer  
 Paul Hurtado, Juvenile Detention Officer  
 Constance Ross, Juvenile Probation Officer  
 Adrijana Vojvodic, Judicial Clerk Lead

## 15 Years

Steven Holding, Court Commissioner  
 Vanessa Gartner, Court Reporter  
 Shawn Wheeler, Judicial Clerk Supervisor  
 Joel Grooms, Judicial Branch Security Officer  
 Michelle Billy, Adult Probation Officer  
 Matthew Michalak, Surveillance Officer  
 Jeffrey Hallberg, Juvenile Probation Officer  
 Jason Lanning, Juvenile Detention Officer  
 Jessica Shoffner, Surveillance Officer  
 Trisha White, Juvenile Probation Officer  
 Robin Manning, Office Assistant Specialized  
 Joseph Poepppe, PC/LAN Technician - Sr/Ld  
 Roberta Ryley, Administrative Supervisor  
 Susanne Asztalos, Bailiff - Classified

## 20 Years

Faye White, Judicial Clerk Supervisor  
 Lynzie Daidone, Surveillance Officer  
 Carmen Matthews, Judicial Clerk Senior  
 Dolores Chavez, Judicial Branch Security Officer  
 Teresa McDonald, Juvenile Probation Officer  
 Pamela Schultz, Juvenile Probation Officer Supervisor

## 25 Years

Jeremy Edmonds, Juvenile Probation Officer

## 30 Years

Shirley Yost, Judicial Clerk Supervisor

## 31 Years

Ruth McNally, Administrative Assistant

## 37 Years

Minnie Uribe, Judicial Clerk Supervisor

*\* Information provided by Debbie Gilliland  
 Human Resources Department.*

# Juvenile Probation Engages Parents with Partnership

Engaging families is a key component for juvenile court and probation. The Juvenile Probation Department supported the successful grant awarded to the Family Involvement Center (FIC) to help engage parents involved in the juvenile justice system. The agency was a logical partner given their experience with the behavioral health system providing information, support, resources and parent education for parents raising children with emotional, physical and behavioral health needs.

FIC staff are engaging youth and families at the Durango detention facility during family visitation. These encounters help build bridges between families, Juvenile Justice, and other system partners. Parents who are interested in the program are encouraged to attend workshops and training related to effective communication, information and advocacy for juvenile justice and behavioral health system involved youth.

*By Cynthia Goertz*

**Core Principles for Reducing Recidivism and Improving Outcomes for Youth in the Juvenile Justice System**

**Principle 3: Employ a coordinated approach across service systems to address youth's needs.**

Partner with other key service systems in which youth are or should be involved in order to assess and effectively address their needs.

# Judge Celebrates His Retirement



*Many friends, court employees and colleagues attended Judge Crane McClennen's retirement party. Judge McClennen was appointed to the Bench on January 27, 1997.*

## Commissioner Appointment



*Commissioner Glenn Allen*

Presiding Judge Janet Barton appointed Glenn Allen as a Superior Court Commissioner. He will start with the Court on August 1, assuming a Juvenile calendar at Durango.

Commissioner Allen spent most of his legal career as a criminal defense attorney, and he has handled some personal injury cases.

He has also worked as a pro tem for the court, covering criminal calendars.

Commissioner Allen received his juris doctorate from Texas Southern University in 2002.

## Ice Cream Friday



*Phil Knox delivers Ice Cream to Commissioner Aryeh Schwartz.*

## Strategic Projects Spotlight : Signage Committee



The very first goal listed in the Strategic Projects document is to make the Judicial Branch accessible to all. The Signage Implementation committee is specifically focused on objective 3, to improve way-finding to and around judicial branch facilities. While Judicial Branch employees may take for granted how to navigate the Superior Court Buildings, newcomers and the public may feel differently. This team has made it a point to see the court from the public’s perspective, especially those who “May visit our buildings only a few times or even once,” and “need assistance in way-finding both prior to arrival and once they are in our buildings” (Team Charter). This committee is diligently working to help everyone access Superior Court facilities with ease.

“The prime directive of this committee is to get people where they need to go in our courthouses and buildings. That requires signage to be consistent with a uniform and well thought-out plan. Ad-hoc signage, while convenient for us, does not help visitors navigate our facilities,” said Civil Court Presiding Judge Randall Warner, the committee’s judicial sponsor.

This Strategic Project team got to work right away, and has come up with some amazing plans. While the team is still finalizing recommendations to the Strategic Projects committee, some ideas include a location mobile application, coordinating with the court website, and “You Are Here” directories or kiosks.

*Phil Knox  
General Jurisdiction Court Administrator*

# Maricopa County Job Analysis Study

“I get to help change the perception of government employees.”

“I love what I do.”

“I hope to make the Judicial Branch better for future employees.”

These were some of the interview responses Judicial Branch employees gave to consultants during a Maricopa County Job Analysis study.

In an effort to recruit the right people for the right jobs, Maricopa County contracted with two consulting firms to assess and standardize job classifications for select law enforcement, legal and judicial positions. Based on the positions selected for this analysis, the Judicial Branch was invited to participate in the project and has been collaborating with the County and the consulting firms on the project for a number of months.

The consultants’ assessment included observing and interviewing a sample of employees and then performing a detailed analysis of their jobs. The positions that were assessed included: the Judicial Clerk series (JCA, JC, JC Lead, JC Senior), Judicial Assistants, Judicial Assistant Trainers, Mental Health Professionals, Social Workers, Counselors, and Security Officers.

“Job descriptions are an important tool for a variety of reasons, and having them updated will be valuable for recruitment & applicant screening purposes, as well as for training and legal compliance,” said Human Resources Manager Jennifer Harvey.

The consultants looked for such things as: tasks that make up a job; conditions under which those tasks are performed; job requirements in terms of aptitude, attitude, knowledge, skills, abilities, and the physical requirements of the position.

From the acquired data, the consultants will provide consolidated listings of job tasks, physical requirements, knowledge, skills and abilities needed to perform the job. From this, job descriptions will be updated and may be used to determine essential job functions; document physical demands for Americans with Disabilities Act (ADA) purposes; identify core and leadership competencies; evaluate Fair Labor Standards Act (FLSA) status; revise job announcements, and other personnel and management functions.

Observing and interviewing a sample of employees was just an initial phase of the analysis. Soon, a survey will be sent to all employees in the identified job titles.

“It is clear to see we have dedicated staff who are passionate about the work they perform. The feedback from employees is a critical part of this process and we are thankful for the enthusiastic participation in support of this project,” Harvey said.

## Job Analysis Participants

### Judicial Assistant

- Lena Hertel
- Robert Bassous
- Susan Whitaker
- Kelly Huerta
- Joni LaCaria
- Carla Estrada
- Dionna Lopez
- Lena Dupuis

### Judicial Assistant Trainer

- Sandra Mena
- Kristi Dallman
- Benjamin Williams
- Ricky McKaig

### Judicial Clerk Associate

- Rose Olson
- Michaela Stanton
- Cheryl Smith
- Deborah Barnaby
- Christine Macy
- Amanda Hanover
- Michael Torrez

### Judicial Clerk:

- Seth Harris
- Dali Hinojosa
- Rebecca Puentes

### Judicial Clerk Lead

- Bunnie Navejar
- Patricia Mesa
- Daniel Dito

### Judicial Clerk Senior

- Diana Civa
- Danielle Howe

### Counselor

- Nancy Gerlach
- Adam Lane
- Jessica Skrzypek
- Karen Fain

### Mental Health Professional

- Anne Ngamsombat
- Lady Esther Agyepong

### Social Worker

- Maria Williams
- Gloria Cruz-Bernal

### Security

- Stacey Bernadette
- Albert Palacios
- Maria del Carmen Prieto Miranda
- Sergio Gaxiola
- Vicki Erickson
- Christine “Dee” Perez
- Endwy Tovar Marquez
- Jesus Verdugo
- Falissa Ramirez
- Chuck Siemens
- David Bolek
- Allen Henninger