

Newsletter Date:  
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# The Chronicle

NEWSLETTER OF THE  
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

A Force for Positive  
**CHANGE.**

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## A Holiday Message of Gratitude and Warm Wishes



The holidays are here and another year has passed ever so quickly. The holiday season is a time to reflect on the year and to be thankful for our blessings. I am extremely proud of what MCAPD has accomplished this year. The crime reduction results exceeded our goals and topped previous gains. Some of our programs received national awards. With the stimulus grants coming to a close, we have been able to sustain the officer positions and these successful programs. Throughout the department, employees have worked hard and made substantial contributions to increase efficiency, improve operations, and strengthen customer service. Thank you. You are the dedicated, talented, and courageous individuals who make this organization shine.

Through your efforts, thousands of individual lives have changed for the better and our community is safer. It is hard to imagine something more meaningful and satisfying.

Our successes would not be possible without the tremendous support we receive from the Court and County management. I am deeply grateful for their encouragement and backing. To accomplish our mission, we work in partnerships with the community. The collaborative spirit and commitment of our valued partners are key ingredients to our success. From client treatment to fugitive apprehension to program and system improvements, I am thankful for the terrific partners who work with us.

The broader context in which we live and work includes the freedom, safety, and stability we enjoy as U.S. citizens. Our great nation and its ideals are protected by the service and sacrifice of veterans, service members, and their families. During this holiday season, I am mindful that service members are separated from their families. Many of the veterans who have returned are facing difficulties. I am thankful for their service to our country and they are in my thoughts. I am pleased that Adult Probation and the Superior Court have taken meaningful steps to assist the veterans we have on probation. Significantly, of 288 veterans identified in warrant status several months ago, forty-four percent have been located and reengaged with probation services.

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**Seasons Greetings**

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As I count my blessings, I am reminded that others are struggling. I am thankful for the opportunity to lend a helping hand and for the generosity and compassion extended by so many, during this season and throughout the year, to assist others. The holidays provide a precious renewal of hope and goodwill as we prepare for another year.

In 2012, Adult Probation will have new and continuing challenges. We will be taking a giant leap forward with e-filing and we will continue to implement and assure evidence-based practices. With everyone's help, I am confident that we will tackle the challenges and have another successful year in service to our community.

For now, take some time to relax and enjoy. I wish you safe and joyous holidays with family and friends and a New Year filled with happiness and good health. ❧



## Managers Celebrate Accomplishments

By Rodney Rego and Trish Doktor

On November 7, Team Forum presented the final Managers' Forum of 2011, *Stop and Celebrate*. Thirty-eight different speakers discussed 27 different programs, buildings, and services. Managers celebrated accomplishments from the newly developed Veterans Court to Planning and Research, the Literacy Center, Community Service, and everything in between.

Chief Broderick opened the Forum discussing the latest Managing for Results data, showing the continued positive outcomes achieved by our department. She emphasized that recidivism has again been reduced this year; with less crime, there are fewer victims and our communities are safer. She indicated jail days are being saved and fewer offenders are going to prison, another indicator that our probationers are making significant changes in their lives.

Judge Granville took time from his busy schedule on the bench to join us and celebrate. He spoke of the judges' increased understanding and recognition of our emphasis on evidence-based practices, and acknowledged our commitment to making differences in our probationers' lives.

We were also fortunate to have Kathy Waters, from the Administrative Office of the Courts, as our closing speaker. She commented on the many awards our Department has received this year and how our department is recognized on a national level. She cited some of the programs and services we have started, and continue to provide, which are now being replicated and used by other probation departments across the country.

It was a great morning, full of accomplishments and appreciation. The presenters and guests provided heartfelt, undeniable proof of the difference we make in the lives of offenders, victims, and the community. We should all be proud. Good job everyone! ❧



## Specific Sub-Committee Update

Co-chairs Deneen Bertucci and Susan Savoy

Annually, our department surveys victims who opt-in for post conviction notification. Results indicate that victims are most satisfied with being treated with respect, but express frustration with not being notified of APO assignment changes. They also want to have more communication with the APO to ask questions and periodically obtain information on probationer progress. In response to our 2009 Victim Satisfaction Survey, the Specific Sub-Committee focused on those areas in which victims felt less satisfied and identified several areas within automation, training, and consumer/user communication that could positively influence victim satisfaction.

The recommendations were presented to the EBP Steering Committee Workgroup, who in turn assigned a leader to each recommendation, evaluated the urgency and impact of each recommendation, and modified or added recommendations. Over the past couple months, several sub-groups have been working on some of the higher priority issues including the update of victim letters, increased access to the County Attorney victim database, and a curriculum to present forums for staff training.

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As our work winds down on the Victim Satisfaction Proposal, the Specific Mid-Manager Committee has identified and presented our next project titled, "The Newly Acquired Staff: A Supervisor's Guide to Staff Movement." We recognize that each department within our organization is somehow impacted by newly hired staff, transferring staff, or terminating staff. The first day or last day of work can be very exciting, hectic, or emotional for both the employee and the supervisor. The Specific Mid-Managers would like to help ease the transition or first day jitters by creating a guide to assist supervisors through the newly acquired staff or exiting staff process and expectations.

The guide would be available on the intranet and would target such areas as automation/equipment, safety/building functions, termination/FMLA, and mentoring/coaching/QA. The goal is to increase new staff satisfaction, supervisor preparedness for newly acquired staff, and consistency in staff development. In developing the guide, the Specific Mid-Managers will be seeking the assistance of newly hired/transferred staff, office mentors, Staff Development, safety staff, and representatives from automation and Quality Assurance. ☞

## Mid-range Committee to develop APD Resource Guide

Submitted by Leslie Ebratt and Manuel Barron

Following the huge success of developing and rolling out Graduated Responses, Behavioral Agreements and Behavioral Reports, under the leadership of Jody Rogan and Dave Strate, the Mid-range Committee began the brainstorming process of finding a new project. Current committee membership, now led by co-chairs Leslie Ebratt and Manny Barron, initially identified a number of seemingly unrelated concerns: poor departmental communication, lack of uniformity in practices across the department, information overload, and job stress. While some members felt one issue took priority in the form of specific challenges in their particular assignment, others felt issues closer to their experience took precedence. Just at the moment when it seemed impossible for us to agree on a direction, our project concept emerged: The Adult Probation Department Resource Guide. The beauty is, the idea, while hardly novel, seemed to be one that addressed all the major "complaints" the members were voicing. We identified a problem statement as follows: APD currently lacks a method for readily accessing clear, consistent, and reliable department program information which contributes to poor uniformity and inconsistency of practices, inefficiency/enhanced workload, and unnecessary stress. Our project purpose: To develop a centralized electronic resource guide that serves as a "one stop shop" for staff to readily access current and reliable information on APD programs, services and assignments. This would include, but may not be limited to:

- Program description/criteria
- Links to screening documents
- Contact info
- Procedures and tips
- Links to relevant policy

The fact that similar attempts at the above have been made in APD history is a testament both to the need for such a resource and reflective of the challenges in creating and sustaining such an effort. We feel this is an effort worth another try.

One advantage we have that did not exist previously was automation and the much appreciated level of support from line staff to management. Thus far, we've identified four major objectives for tackling this project:

- Information gathering
- Format and writing
- CTS and automation
- Updating and sustainability

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In addition to Manny and Leslie, committee members include Mary Stuart Bronski, Katrina Williams, Marie Long, Cynthia Stevens, Brandelyn Jackson, Beth Garrow, Karie Strauss, Connie Koch, and QA supervisors Julie George-Klein and Tricia O'Connor. We predict that as our project develops and grows, we will be seeking additional assistance from staff who have specific skills and/or passion for the effort. If you think you'd like to help, please contact Leslie Ebratt or Manny Barron. ☞



## MMC Global Sub-Committee

Submitted by Dana Shepherd and Jean Scott

The Global Committee is presently wrapping up a project on Process Improvement. The proposal was recently presented by Dana Shepherd and Lolita Rathburn to the EBP Steering Committee after undergoing a consultation with the MMC consultants, Tom O'Connell, Pam Morrow and Donna Vittori, and presentation at the EBP Task Force. The proposal was very well received by the Steering Committee and we look forward to potential improvements to include changes to the current case transfer process, an updated MARS screening form, and elimination of the extra sheet of paper behind the confidential page for DNA in the Probation Violation Report. The entire project will be shared in the form of an information piece, which will describe in detail all of the work that has been done by the committee, including the input received from the line staff who so generously took the time to respond to our request for suggestions and the subject matter experts who provided additional information and guidance to the project.

We will begin a new project soon and are looking for supervisors to join our Committee! The next project is expected to examine ways to streamline the information and ideas proposed by line staff. Please contact co-chairs Dana Shepherd and/or Jean Scott if you would like additional information about joining the Global sub-committee and working to improve our workplace! ☞



## Welcome New Probation Officers

Please join Staff Development in welcoming our eighteen new probation officers and one new surveillance officer to the Department! On December 9, 2011 these officers completed training and they are ready to jump into their new assignments. The new officers were assigned to a wide variety of assignments ranging from Sex Offender units to Pretrial. There is a lot to learn in this job and our newest class has shown that they are well on their way to becoming excellent probation and surveillance officers. Congratulations everyone!!



**Pictured with Chief Broderick and Judge Rayes are Officers Gregory Burkett, Alexandra Carrasco, Paul Starr, Karla Clanton, Joseph Coppola, Autumn Cunliffe, Amber Holcomb, Daryl Johnson, Dawn Johnson, Jermaine Jones, Shelli Kahn, Fedra Malaquias, Sean McMillen, Johanna Ozuna, Keith Philpot, Shannon Rama, Raelee Sandoval, Linda Velazquez, Jazmine Wilkins, and Porche Williams**

# What I Should Have Done

By Dana Shepherd

Jake, (not his real name), age 27, was placed on seven years probation for Kidnapping, a class 2 Felony. His initial sentence included IPS as well as an initial six months in county jail. Jake committed kidnapping by holding his girlfriend against her will in their residence and repeatedly hitting and kicking her while her hands were bound behind her back.

During the presentence interview, Jake reported that he and his wife got into an argument and she “went all crazy.” He stated that he did in fact slap her and place her in a “half nelson,” and he may have kicked her as she was “going down.”



Supervisor Dana Shepherd

Jake completed his jail sentence as well as IPS and was transferred to a domestic violence caseload as a low risk offender. He informed me that he would be very compliant and I would have nothing to worry about. After struggling to locate him in the field and his lack of participation in drug testing, the FROST came due. During the FROST interview, the minimization of his actions in the original offense was very clear and his risk level went to medium.

With the information gained from the FROST interview, we were able to get him into individual counseling focused solely on his abusive behavior.

After approximately one year of individual counseling, he scored as a minimum on the FROST. One day he came to his office day with what he referred to as his “version of the police report.” I had no clue what to expect. What I discovered is that he had rewritten the police report to show what he should have done as opposed to resorting to violence. Through this process, he realized that he had lied for so many years about that day that he really did not know the truth until he worked through the police report in therapy.

It was only due to the information gained during the FROST interview that Jake was able to be referred to appropriate therapy and truly address the issues that had placed him in the criminal justice system. The work he did eventually led him to filing a petition to early terminate on his own behalf, which was granted by the Court. ☞



# Operation Safe Treat IV

By Bob DeMers

On October 31, 2011, Halloween night, officers from the Sex Offender Division partnered with the United States Marshals Service in conducting the fourth annual “Operation Safe Treat.” We paired two of our officers with two marshals and, between the hours of 5:00 p.m. and 10:00 p.m., we conducted field visits on high-risk sex offenders, offenders with “hands on” types of offenses (that is, offenses that involved touching the victim) or who may have needed extra supervision.

Our goal was to ensure our offenders were not having unauthorized contact with children and that our neighborhoods throughout the valley were safe for children to enjoy their experience. In doing so, we completed 114 face-to-face contacts, conducted one arrest which involved an offender associating with a person who had warrants for drug possession, and found one probationer who was ultimately arrested for setting up his own haunted house! The good news was that 112 offenders were in compliance and required no extra attention.

APD’s project coordinators were Bob DeMers, Beth Hoel, and Kevin Sheridan and the following staff participated: Patty Carey, Connie Delgado, Liz Cage, Steve Harvey, Sonny Lehman, Toni Salerno, Chris Hopkins, Michele Saldana, Julie Anderson, Robin Hargrove, Amy Primak, Kayla Cathcart, Teri Scharneck, Regina Johnson, Brian Thompson, Jenna Fitzgerald and John Patterson. We thank each of them for making this operation successful! We also acknowledged the U.S. Marshals for their spirit of collaboration via separate correspondence. ☞

# Veterans Court Progresses

By Tiffany Grissom

The first Veterans Court was held on January 20, 2011. The program initially focused on the resolution of military offenders who were on warrants status and addressing individual issues presented by veteran offenders. However, the program has grown and has serviced approximately 125 different veterans and resulted in directly reengaging in some capacity over 40 probation absconder warrants.

The program has progressed to the point of the allocation of five specialized officers and one supervisor. Effective October 2011, the Veterans Court officers are directly responsible for the supervision of 60 veteran offenders each and work closely with the Veterans Administration (VA), Magellan, the Court, and a multitude of veteran service agencies. Officers are becoming more skilled in dealing with military service issues ranging from mental health, drug and alcohol dependence, Post Traumatic Stress Disorder (PTSD), Traumatic Brain Injury (TBI), and Military Sexual Trauma (MST). Officers have also become quite adept at assisting military offenders with navigating the VA and gaining valuable services to help them adjust to life after the military.


Arizona is home to 20,000 active duty service members, 13,000 National Guard and Reservists, 600,000 Veterans and their immediate and extended families. Studies estimate that one in five military personnel returning from Iraq and Afghanistan have Post Traumatic Stress Disorder (PTSD). Traumatic Brain Injury (TBI) has been deemed the "signature" injury of the Iraq war, according to military doctors and experts. Ten percent of all troops in Iraq suffer from concussions during combat and 20 percent of all frontline infantry troops suffer from concussions during combat. Nearly 25 percent of all military veterans of the Iraq war are diagnosed with a mental illness.

The goals of Veterans Court include:

- Early identification of veterans in the justice system.
- Provide one integrated Veterans Court to address veterans issues in the justice system.
- Establish a collaboration of city, county, state, federal and community stakeholders to foster effective sharing of information and collaborative decision-making.
- Reduce veteran recidivism and increase the number of veterans receiving access to services.
- Strengthen our community by engaging veterans in services.
- Assist veterans/probationers to successfully complete probation.



### *Our Mission:*

*We unite through collaborative efforts; for Veterans in our criminal justice system; with conviction, compassion and deliberate justice; to address substance abuse, alcoholism and behavioral health issues endured by those who gave so dearly to protect our community.* 



**Maricopa County Veterans Court Probation Officers from left to right: Officer Kevin Bishop, Officer Jon Liming, Officer Chad Beeman, Officer Bobbie Stumper, Officer Beth Cervantes, Supervisor Tiffany Grissom, Officer Gerrick Hyde, and Veterans Justice Outreach Coordinator Penny Miller**

# Increasing your Situational Awareness

By Kevin Jeffries, Probation Safety Specialist, AZ Supreme Court, AOC, and Lance Nickell, Lead Firearms Instructor and Range Master, MCAPD



Editor's note: This is part one of a four-part series written by the authors addressing a critical element of officer safety, the need to "think first." The articles have been published in *PoliceOne* and in APPA's *Perspectives*.

Legendary Alabama Football Coach Bear Bryant said, "The will to win compares little with the will to prepare to win." This axiom can relate to many worthy pursuits, including the topic of this article: the knowledge and mental preparation necessary for officer safety. Over the years, I have instructed thousands of officers in physical skills involving a wide range of defensive tactics techniques and safety-related tools such as OC spray, impact weapons, TASERs and firearms. I will always be an advocate for agencies to provide training on physical skills and safety-related tools to protect their officers. However, all officers should understand that, regardless of the types of training afforded you, your age or fitness level, officer safety begins with the mind. The focus of this article will be on what you should know, and how you can mentally prepare to be safe on the job.

All probation officers have not been created equal. In fact, we come in a variety of shapes, sizes, ages, levels of physical conditioning, and levels of coordination. For reasons of officer safety and general health, we should exercise and maintain a high level of personal fitness. But is officer safety only for those who are physically fit or young? Absolutely not. Officer safety is critical for everyone, and it begins with the mind...we need to think first.

Not all probationers/parolees are interested in doing us harm. However, you should understand there is a certain percentage of probationers/parolees, who, given the right circumstance, could become assaultive. The problem is that we do not know which probationers/parolees we should be concerned about. You should not trust risk instruments to give you an indication of your safety with an offender. They are not validated with our safety in mind. There was a case in which a deputy sheriff was murdered by a misdemeanor probationer with no priors. With no priors and a misdemeanor conviction, I cannot imagine this probationer scoring highly on any risk instrument. We need to exercise caution with all probationers/parolees and not just offenders, but all people with whom we come in contact while performing our job duties.

Situational awareness is merely being diligently alert to the possible threats that are within our immediate environment. The benefit of situational awareness is that it leads to fast and effective decision-making. Officers must train themselves to be situationally aware. In order to increase your situational awareness, start by using the initials of situational awareness to remind you of two important habits as you are performing your job duties. The "S", from the word situational, will remind you to Scan the area and persons for possible weapons. The "A", from the word awareness, will remind you to Assess the demeanor of your probationer and others in the area. If we can identify a weapon and/or a hostile attitude, we can enhance our safety by — at minimum — removing ourselves from the possible danger and addressing concerns in the relative safety of our office.

The first and most obvious place to scan for weapons is the subject's hands. Officers should become very comfortable saying "let me see your hands." Business with probationers/parolees should never be conducted with their hands in their pockets, behind their backs, or under a table or desk while seated. Also remember to at least initially see open palms, because if all that is seen are the backs of the hands, something could be concealed.

I like to use "the power of the first visit" to discuss safety issues like seeing their hands. Usually, the first visit is a time that you can count on having the offender's attention. Take advantage of this time to discuss safety issues. By doing this, you will be less likely to have to address this in the field.

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If you are uncomfortable asking the offender to show his or her hands because of fear he or she may be holding a weapon, then terminate the contact immediately. You don't need to deal with this at that time, and your safety is always the primary concern.

It is important for officer safety that officers are able to identify possible emerging threats. Therefore, officers should be trained on how to recognize the traits of an armed subject and how subjects typically conceal firearms. Pinizzotto, Davis, and Miller (2006) published a study on this very topic. The authors advise officers to study their own carrying habits and movements as well as that of their peers, as they could expect that non-law enforcement persons may have similar movements and habits that could cue an officer to be cautious of them. Also, notice that clothing is appropriate to the season and pay particular attention to any bulges in that clothing. The authors point out that none of the armed concealed persons in their study used a holster (even though all firearms were carried on the waistline).

As a result, the majority of those subjects reported frequently touching the firearm with their hand or arm to assure themselves that the firearm remained secure, accessible and hidden. Those touches could indicate to an observant officer that the person may be armed.

Those probationers/parolees who are interested in carrying a weapon likely understand that knives are easier to conceal than a firearm and less likely to have a substantial consequence. Therefore, officers should understand that, common in all stores that sell pocket knives, are folding knives that can be — with a little dexterity — quickly opened with one hand. Even more concerning are spring-assist knives that, with no dexterity, open quickly. This knife has another feature: a small clip that enables the user to clip the knife to the inside of the user's pocket. This feature keeps the knife immediately at the user's disposal at all times. These knives should be taken seriously because they can, with one hand, go from the pocket to open in just over one second. So as you "Scan" the probationer/parolee or collateral for weapons, be on the lookout for small one to two-inch metal clips outside of their pockets.

A look at law enforcement officer statistics reveals that, on average, between three and four officers are attacked with edged weapons every day (Thompson and Mesloh, 2006). Unfortunately, there is no national consortium for tracking probation/parole officer safety statistics. However, during my career, I am aware of incidents where officers have been confronted and cut with edged weapons. The reality is quite stark. We need to have situational awareness and be on guard for all weapons.

Situational awareness may be hindered by advancing technology. When on duty, officers need to "be there," in the moment, paying attention to their surroundings. Texting, cellular phone conversations, and listening to iPods lessen your ability to perceive danger and respond accordingly. It also sends a message to those intending harm that you are vulnerable. Technology should be enjoyed where it is safe to do so, which does not include on-duty activities.

A great way to double your situational awareness is to work with an observant partner, thus having someone to assist with scanning the environment and assessing demeanors of those present. With a partner, officers are 70 percent less likely to be assaulted; and with two other officers, 90 percent less likely to be assaulted (Thornton, R., 2003).

Increased situational awareness alone may not be the source of the reduced likelihood of being assaulted. Officers who work together are recognized as having a special relationship and are seen as protectors — one for the other. So while one officer may be seen as vulnerable, two officers are not. ☞







# Supervisor Promotions Announced

By Shari Andersen-Head

Congratulations to Jon Liming and Marie Long on their promotions to adult probation supervisor. Jon will be assigned to Sex Offender Unit # 39 at BCB and Marie will be assigned to an Unsupervised Unit at DTJC. They will start in their new positions on December 19, 2011.

Jon Liming has been with the probation department for eight and a half years. He started out in a standard unit at Southport as a probation officer and stayed there for two years. He then moved over to BCB in a sex offender unit (ironically the same one he will be supervising) and stayed there for 18 months. Then Jon moved to a standard unit at PSC for three and a half years before moving to Durango in the Fugitive Apprehension Unit for the last year and a half. While in the FAU, Jon pioneered the Veterans Warrants Caseload and was instrumental in establishing the procedures for handling fugitives through Veterans Court. In the first year of operation, he managed to clear two-decades-old veteran warrants; in addition, he brought back non-extraditable fugitive veterans from six states.



Supervisor Jon Liming

Jon has been a Defensive Tactics Instructor for the past seven years and received a 2011 Trainer Excellence Award. Officer safety has always been a priority for him and he uses his position as a DTI to share that with new and existing officers. He has also taught Verbal De-escalation for the past five years.

Before coming to Adult Probation, Jon taught social studies in the Mesa Public School District. The patience he developed working with teenagers has served him well over the years working with probationers. Jon is looking forward to returning to the sex offender unit and catching up on everything new from the last five years. He is hopeful to lend some insight into locating fugitive sex offenders.

Marie Long has been with the Adult Probation Department almost five years, and her first assignment was at BCB as a standard field officer. She has also held assignments at the Coronado Community Office as a standard officer and in the Community Reintegration Unit as an IPS officer. Marie was instrumental in the development of the current reentry process for IPS probationers transitioning from jail, with the focus on family orientation and collaboration with the field PO to ensure a smooth return home.



Supervisor Marie Long

Marie has been involved in many committees and workgroups: Earned Time Credit Policy, Mid-Manager's Committee - Graduated Responses Policy and corresponding forms (workgroup), Department Communication (workgroup), Mid-Range Specific Victim, FROST Refresher Training Development, Stages of Change, Financial Compliance, Community Reintegration Intensive Probation Procedures, and Custody Management Reentry Reorganization.

In addition to keeping busy with committee work and workgroups, Marie presented at the American Probation and Parole Association 2011 Winter Training Institute, wrote numerous articles for *The Chronicle*, and has facilitated training, including the FROST/Case Plan/EBP three-day training, New Hire, Case Plan, Graduated Responses, APETS Data Entry, FROST Refresher, and CPR/First Aid.

The one thing that Marie is most excited about in her new position is her opportunity for continued learning and personal growth. She feels this new position is simply another example of how she can professionally grow and she is looking forward to a new challenge and adventure. When asked if she has been honored with any awards, Marie indicated that she was recently nominated by Deputy Chief Therese Wagner to apply for the AOC Committee on Probation, which she considers to be a huge honor. ☺

# Annual Garfield Turkey Feast

By Janet Kasha

The 16<sup>th</sup> annual Garfield Probation Center Turkey Feast was held on November 17<sup>th</sup>. This feast is a celebration of the partnership between the probation department, local law enforcement, and the surrounding Garfield community members. All residents living in the area were invited to come enjoy good food and a visit from Santa Claus. There were also several outside agencies such as City of Phoenix, Magic Smiles Dental Care, Community Kitchen, Chicanos Por La Causa, and Community Housing Partnership that set up information booths to provide valuable information/ resources to the community members.

The feast consisted of a complete turkey dinner including delicious desserts. Almost five hundred meals were served! A gift basket that included gift cards for “a night at the Arizona Center” was raffled off and awarded to one of the local residents. One of the many volunteers who helped us out also won a gift basket. Music was provided and enjoyed by everyone. Santa Claus handed out lots of toys and candy and put smiles on all the children’s faces throughout the day!

This event was made possible as a result of collaboration between many people. Probation staff, their family members, and probationers living in the Garfield residential program assisted in set up, serving food, crowd control, clean-up, and as Santa’s helpers. Supportive partners in this event included AZ-POA, City of Phoenix, Mission Community Church, Safeway, Community Kitchen, and individual probation staff throughout the department. Thank you to all probation staff for your generosity in donating toys for the children. You made the day very special for them. Pulling off this event was a team effort and it was much appreciated by everyone who attended!

A special thanks to all the Garfield staff who were involved in the planning and coordinating for this very special event! Well done! Happy Holidays! ☺



**From left: Officer Mary Beck, Chief Barbara Broderick, Adrian Cuellar, and Officer Tina Cuellar**



**From left: Division Director Ted Milham, Division Director Mike Cimino, and Deputy Chief Saul Schoon**



**From left: Surveillance Officer Austin Brabble, Supervisor Manny Baron, and Supervisor Paul Guadagnino**



**From left: Prize winner Dora Sarmiento and her family**

# Anniversaries

**25 years**

Janet Blake  
Paula Martinez

**15 years**

Tammy Aho  
Stephanie Prince  
Kathleen Radl  
Carolyn Goldstein

**5 years**

Kevin Bishop  
Alanna Rubin  
Todd Bodin

*Happy  
Holidays*

**5 years**

Timothy Gill  
Kathleen Rosa  
Sylvia Andrade

**10 years**

Brandon Smith

**Thank you for your dedication!**

## ***Chronicle Editorial Policy:***

- All articles and pictures submitted for publication in *The Chronicle* are subject to acceptance and editing.
- If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication
- Good quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified.
- All non-employees in pictures and in articles must have a signed Publications-Consent for Release of Information on file. A copy can be obtained from Jeni Wade or Audrey O'Donnell.
- Articles submitted for *The Chronicle* may be reproduced in other publications.

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