

The Chronicle

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NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

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The Chronicle

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Chiefly Speaking “What’s Ahead”



Evidence-based principles are just as important at the organizational level as they are in our direct work with offenders. I am mindful of these principles as we set our agenda for this coming year. Effective management will involve motivation, positive reinforcement, targeted interventions and quality assurance.

By listening to employees and communicating with staff, various viewpoints and experiences are brought forward and opportunities for improvement are revealed and clarified. The employee satisfaction survey is one tool that the organization uses to evaluate itself. I appreciate the high level of participation in this survey. It helps us respond to organizational needs and to assure the quality of our operation. I will soon be visiting each area office to present and discuss the results of the survey, including employees’ top concerns. There will be time for questions and answers. While serving as the Chief for two departments during the past eight months, there has been less time to interact with employees on a personal level. I am looking forward to this opportunity to meet with staff and I hope that you will join me. The Employee Satisfaction meetings will begin in March.

Compensation remains a top priority. This year, there will be another market study to look at salary levels for badged staff and to help deal with the compression issues from the last market study. In the past few years, we have made good progress on employee pay, but we need to keep going and stay competitive in the market in order to recruit and retain

a qualified and diverse workforce. Many non-badged employees with Court-specific job titles have received pay increases from the recent market study of their positions. The remaining positions to be studied are those “administrative” employees whose positions are not unique to the court. The Court and County are working together on a market study of these positions. This is a large undertaking, which we anticipate will be completed soon after July 2006. In the benefits arena, the County continues to provide a competitive package and the County has picked up most of the recent cost increases, minimizing the financial impact on employees. Along with the AZPOA, I will support any legislation to provide a 20-year retirement plan for probation, surveillance, and detention officers.

The security audits of our offices have been completed. A number of targeted interventions have been recommended to better secure our buildings. We are working toward standards that will provide greater security in the offices when arrests occur. Weapon screening equipment and security officers have been proposed for every office. Currently, we are waiting for architectural finalizations in a few of the offices and for the County’s approval of our budget for next fiscal year.

Workforce diversity is a topic of great interest to many that has received increased attention in recent months. We have a Diversity Council made up of employees from APD and Juvenile Probation. Council board members are Catharina Johnson, Harriet Galbreath, Channing Williams and Robert Villaseñor. There have been information meetings and a call for participants for the Diversity Council. If you are interested in being a member of the Council, please contact one of the Board Members. There will be opportunities to celebrate our organization’s diversity in the future by way of trainings, celebration events and much more. The Council hosted a Leadership Forum for Juvenile Probation in February and will be hosting a Managers’ Forum for Adult Probation on workforce diversity in March.

The Chronicle

Chiefly Speaking cont.

Motivational interviewing (MI) is an important evidence-based practice and one that is new to most of us. A training plan is being developed and Staff Development will provide additional training on motivational interviewing beginning this year. Supervisor training in this area will commence with a Managers' Forum in the Spring. AOC provided a train the trainer that included staff from APD and Juvenile Probation. The MI trainers for Adult Probation are Holly Burdine, Scott Kirshner, and Connie Koch. The curriculum developed by AOC will be offered to all staff on this year's COJET calendar.

Our mission to enhance the safety and well being of our neighborhoods is fulfilled through the daily dedication of our staff. The annual employee awards are a wonderful way to celebrate probation at its best and to honor individual employees for their exemplary service. Please mark your calendars and plan to attend the award ceremony on April 27, 2006, at 1:30 p.m., at the Black Canyon Building. The following Adult Probation employees are to be applauded for their exceptional work:

Probation Officer of the Year – Bill Harkins, Warrants

Surveillance Officer of the Year – Ammie Burluson, Work Furlough

Supervisor of the Year – Scott Allen, Budget and Finance

Employee of the Year – Maria Gonzalez, Administrative Coordinator, Pretrial Services.

There are many important activities and exciting events in the year ahead. Together, we have accomplished and made progress toward many of our goals. We can be proud of what we've done and where we're going.

A Proactive Approach to Community Supervision: Probation or Prison?

By Maria Aguilar-Amaya

Evidence based practices (EBP), motivational interviewing (MI), reduction in recidivism, quality contacts, offender responsibility, and increased public safety: what does all of this mean for community supervision? The concepts and strategies involved with EBP and MI are none other than a proactive approach that puts a community supervision officer in the driver seat to "manage the behavior change process with the offender" (Maryland Division of Parole and Probation, p.1). With this proactive approach to supervision, a relationship develops between the officer and offender that is key to the offender's successful completion of community supervision. The officer serves as agent in the "driver seat" and "provides a roadmap to guide the offender to a crime and drug-free lifestyle, where ultimately, appropriate decisions are made independently" (p.5). Consider the following example of how one IPS officer served as agent in the "driver seat" in assisting an offender manage his behavioral change process by helping him identify the problems and find solutions; developing, implementing, and refining an action plan; and taking a personal interest in the offender's success.



In lieu of a prison sentence, Esaul was placed on probation for three years in November 2003. He started his grant with intensive supervision and was required to work his way to standard supervision. House arrest was not easy for Esaul. The more he thought about being supervised, the more upset he became. Esaul's feelings of going to prison became stronger with every thought. To Esaul, it appeared that completing his sentence in prison would be easier than being out in the community with a few limitations. However, the thought of leaving his ill mother alone saddened him. After three months on IPS and weighing whether or not he should remain on probation or go to prison, Esaul realized that he was needed at home and that going to prison was not the answer. During an office visit, he decided to ask his probation officer Mark Pivonka for help.

Mark and Esaul discussed Esaul's interests. Esaul indicated he enjoyed building things and had an interest in construction. This conversation led to Mark providing Esaul with a few leads to some construction jobs. One in particular that Mark thought would be beneficial to Esaul was the Youthbuild program, because in addition to providing training with construction skills, Esaul would be able to take GED classes in the program. Esaul decided to follow up with the Youthbuild program.

During home and office visits, Mark, along with the surveillance officer, engaged Esaul in conversation aside from the standard conversations which centered around compliance of probation conditions. At times a typical house visit that would normally last 5-10 minutes, easily turned into a half hour visit with Esaul and his family. Because of the conversations and interest that the IPS team took in Esaul, he knew that his PO and SO had his best interests in mind to help him successfully make it to standard probation.

Mark assisted Esaul in realizing that there was a problem with substance abuse. Moreover, they addressed his financial obligation to his family and the Court and emphasized continuing his education. Additionally, Esaul needed to be able to demonstrate to the Court that he was staying clean. Mark assisted Esaul in realizing that these problems were not going to go away without proper attention and that addressing this behavior would have a positive impact on his quality of life. After the problems were identified, Mark assisted Esaul in evaluating his current situation as an individual, with family, employment, and health. Esaul had a close relationship with his mother and understood that he should contribute to the finances of the household. His mother was supportive of the probation process and offered her help in holding Esaul accountable. Since Esaul was on probation, the Court expected him to gain full-time employment. This was determined to be top priority since it would absorb his free time and supply the income needed for paying fees, drug testing, treatment costs, etc. Mark discussed with Esaul the problems associated with using drugs and the need to attend a treatment program. Mark's role was to encourage Esaul to consider how the problems identified produce negative results.

Mark assisted Esaul in identifying a variety of possible solutions that would address his particular issues. Esaul worked with a few temporary agencies but had limited success in finding stable employment; he went from one temp job to another, but nothing that was permanent or full-time. He discussed his job search results with his IPS team each time he was seen in the office or in the field. On days when he was not working he was advised to keep submitting applications. When possible he was given leads for firms that were hiring. Esaul was also placed on the TASC colors program. This, along with observation of his behavior, would alert the IPS team if the substance abuse issue needed to be address more aggressively. When the IPS team began to discuss substance abuse treatment, Esaul indicated he had identified a program he wanted to attend.

After Mark assisted Esaul with identifying the problems, evaluating his current situation, and identifying possible solutions, it was time for him to assist Esaul with selecting a strategy. Mark considered the advantages and disadvantages of the strategies and acted as a guide and resource person for Esaul. He encouraged Esaul to become proactive and problem-oriented.

Youthbuild is available to men and women between the ages of 17 to 24 who reside in Phoenix and have dropped out of school. Participants can work toward their GED while receiving training in homebuilding skills that will qualify them for careers in the building industry. For additional information call 602-534-3687.

Mark identified the Youthbuild program to be a wonderful option. However, the down side to the program was that Esaul's income would be limited to the stipend amount, whereas if he got a full-time job, he had a higher earning potential in the immediate future. Mark shared this information with Esaul, but ultimately let Esaul make the decision. Esaul's next step would be to develop a plan with specific behavioral goals and identified consequences for non-compliance. Esaul saw the benefits of the Youthbuild program and made it his first choice for addressing his employment and education goals while realizing the limitation on income that the program had.

After Esaul was accepted into the program, Mark continued to work with and hold Esaul accountable in areas that needed to be addressed. Mark required him to submit to regular UA and BA testing; turn in weekly schedules; holding him accountable by signing PV warnings when compliance became a problem; speaking to Esaul's employer and mother; and constantly engaging Esaul in conversation to inquire if there were any new issues with which he needed assistance. Mark continued to follow up on Esaul's progress with Youthbuild since Esaul had chosen the program to address his employment and educational goals. When a strategy was not appropriate, Mark amended it. Information was continuously gathered from drug testing, treatment services, and monitoring sanctions imposed to ensure that Esaul was compliant. Before getting into the Youthbuild program, Esaul attempted to comply with his employment condition by working temp jobs. Although this was a temporary solution to having income, the IPS team reiterated the need for a more permanent solution. When Youthbuild became available, Esaul was motivated to take advantage of the opportunity. Mark continuously gathered and verified drug testing, treatment services, and monitoring sanctions with phone calls and in person visits to verify that the information Esaul was providing was accurate and that Esaul was compliant.

Esaul is now working independently in the building industry, and although he has completed his training with Youthbuild, he keeps in contact with the teachers who helped his training in Youthbuild result in a success. Esaul has taken classes through Gateway Community College. He was asked to become a member of the Arizona Call-A-Teen Youth Resources, Inc. Youth Advisory Committee. Additionally, Esaul has graduated from IPS and is now on Standard Probation Supervision.

Reference: Maryland Division of Parole and Probation, Department of Public Safety and Correctional Services. Nuts and Bolts of PCS: Proactive Community Supervision.



Managing for Results



MCAPD Receives County Management Fitness Awards

The end of FY 2005 marks the third consecutive year that the Adult Probation Department was presented with Management Fitness Awards. The Office of Management and Budget presents Strategic Fitness Awards annually to those departments that best adhere to and embody the principles of Managing for Results.

Fiscal Fitness Award – This award is presented to departments that excel in preparing the budget and who exhibit fiscal prudence. Criteria used for the FY 2004-2005 award includes:

- ◆ Departmental budgets are correctly budgeted by activity;
- ◆ General contingency funds are not requested;
- ◆ Budget variances are favorable;
- ◆ Budget projections have been submitted accurately and timely;
- ◆ Grant and indirect-cost budgeting is done properly;
- ◆ Agendas are complete and timely; and
- ◆ Budget submission is timely and complete.

Strategic Fitness Award – This award recognizes departments for their efforts in effectively carrying out the strategic management requirements of the county. Award winners are selected based on the following criteria:

- ◆ Completing/updating issues statements;
- ◆ Aligning department goals with Countywide strategic priorities;
- ◆ Developing and reporting performance measure data; and
- ◆ Reporting progress on strategic goals within reporting timeframes.

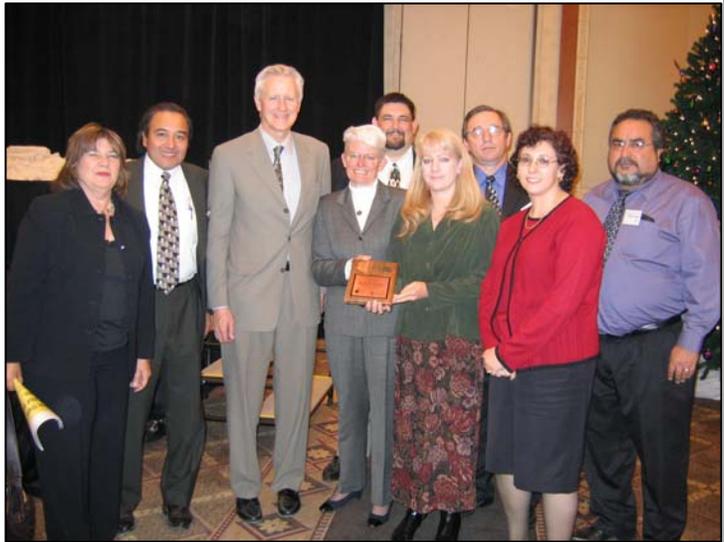
A special **thank you** to the **entire** staff of MCAPD; it is because of your support and hard work that APD was able to receive these awards for the third year in a row. Keep up the great work!

Employee Satisfaction Survey

The results are in! APD achieved an outstanding 95% participation rate. The findings will be presented at all area and regional offices very soon.

Sex Offender Program Recognized by Arizona Quality Alliance

The last issue of the Chronicle included the exciting announcement that MCAPD's Sex Offender Program had been selected to receive a *Showcase in Excellence* award from the Arizona Quality Alliance. Using strict criteria, a team of outside examiners determined that the program deserved recognition for continuous improvement and performance excellence. The Arizona Quality Alliance held its award luncheon on December 15, 2005 at the Chaparral Suites Resort, where Chief Barbara Broderick formally accepted the Department's award. Also in attendance from MCAPD were Marty Soto, Erin Cacciatore, Vince De Armond, Karl Kasowski, Chuck Lopez, Rebecca Loftus and Cathy Wyse.



This is the first year that Maricopa County participated in the Arizona Quality

Alliance awards program and the County was well represented among those taking honors. Other Maricopa County departments receiving *Showcase in Excellence* awards for specific process excellence were Animal Care and Control, Legal Advocate's Office, and the Department of Transportation. The Parks and Recreation Department received a *Pioneer Award for Quality*, which honors organizations that have established and deployed fundamental quality systems within their operations, attaining high levels of performance excellence process implementation.

There is always room for improvement. One of the benefits of this program is the independent feedback report that organizations receive from the examiners. Every organization that participates, whether they win or not, receives a report on the identified strengths and opportunities for improvement. This report will aid the Department in its ongoing efforts toward performance excellence.



Diversity Council Trains Managers

A Diversity Council made up of employees from APD and Juvenile Probation is providing opportunities to learn about and appreciate diversity. A call for participants for the Diversity Council went out and informational meetings were held. There will be opportunities to celebrate our organization's diversity in the future by way of trainings, celebration events and much more. The Council hosted a Leadership Forum for Juvenile Probation in February and will be hosting a Managers' Forum on workforce diversity for Adult Probation in March. Council board members are Catharina Johnson, Harriet Galbreath, Channing Williams and Robert Villasenor. Interested in being a member of the Council? Please contact one of the Board Members.



From left to right: Harriett Galbreath, Juvenile Probation; Channing Williams, Juvenile Probation; Robert Villasenor, Adult Probation; and Catharina Johnson, Juvenile Probation.

Annual Statewide Probation Recognition Luncheon

By: Colleen Dorame

The Annual Statewide Probation Recognition Luncheon was held on October 17th at the Phoenix Marriot Hotel in Mesa. The Hon. Michael Ryan, Associate Justice, Arizona Supreme Court and Mr. Tim Hardy, President Arizona Chief Probation Officers Association did the introduction. Judge Ryan conveyed his respect for the employees of Probation and the importance they play in the Judicial System success. Tim Hardy presented the winners of this year's award and all of the nominations. Michael Erlich of Yuma County was the Probation Officer of the Year, Sarah McCauley of Cochise Juvenile Court Services was Employee of the Year, Rene Grenz-Beebe of Navajo Probation Department was Supervisor of the Year and Ray Gtierrez of Pinal Juvenile Court was Detention Officer of the Year. The Officer Safety Award winners were Lance Nickell of Maricopa County Adult Probation and Katie Howard of Coconino Adult Probation.

Nominees from Maricopa County:

Employee of the Year

Amelia Giordano, Adult Probation

Judy Littlefield, Juvenile Probation

Supervisor of the Year

Michael Bane, Juvenile Probation

Marilynn Windust, Adult Probation

Detention Officer of the Year

Bruce Beal, Juvenile Probation

Line Officer of the Year

Lisa Frost, Juvenile Probation

Tomas Weiss, Adult Probation



Dr. Rene Diaz is the Executive Director of the Wallace Foundation Leadership Project for the State of Arizona. Dr. Diaz presented his workshop, "Dreams, Affirmation and Wizards." Dr. Diaz centered his presentation on the following philosophy:

"Whenever one encounters pain, one locates feelings; and feelings lead us to hope. Hope is eternal and feeds our dreams. Dreams evolve into the future, and since the future has not yet occurred, anything is possible. Let us focus on tomorrow, since our present thoughts determine our future." His message was entwined with the importance of recognizing our own bias and how diversity play a major role in our personal and professional lives.

Steve Benson, Editorial Cartoonist, The Arizona Republic, presented a humorous and enlightening look at today's political environment as well as many other issues. Mr. Benson amused the attendees with his caricatures of Jim Buzard and Myrtle Young, both of whom took the ribbing quite graciously. Mr. Benson's work has been a regular cause of morning upset and/or delight around the country's breakfast tables for 20 years. His cartoons are nationally distributed in over 100 newspapers by United Feature Syndicate.

Christine Coletta, Outreach Specialist, presented a moving and emotional account of her childhood experience with an eating disorder. She was able to touch all who have ever had an addiction or worked with clients that have an addiction. Christina is a graduate from Arizona State University with a Bachelors Degree in Communications. She has been presenting her eating disorder and self image presentation, "Is it Worth it?" for the past eight years. She hopes to continue her work with young adults to encourage them to make healthy choices. Christina works with the non-profit organization, Not MY kid, Inc., it is dedicated to raising awareness about the most prevalent youth and adolescent mental and behavioral health issues.



This year's event was extremely successful. A big thanks goes out to the Maricopa County staff involved in the coordination of this event: Jeanette Valesquez, Merci Hernandez, Jim Dodds, Tricia Hubbard and Donna Vittori.

THE CHRONICLES OF COURT LIAISON

By: Patrick Nedved and Carol Scott

With so many new staff joining the Adult Probation Department of late, the Court Liaison Unit thought it would be a good idea to let staff (both new and senior), know just what a Court Liaison Adult Probation Officer (CLAPO) does on a daily basis, and how we can assist field officers in their job. We felt the best way to accomplish this was to submit an article for the Chronicle. This article will focus on three areas including the history of Court Liaison, the present Court Liaison, and the future Court Liaison as we see it. We would like to thank Ron Mitchell, Robert Cherkos, Court Liaison supervisor Jenifer Meiley, and Chief Barbara Broderick for their input, advice and assistance in the preparation of this article.

HISTORY OF COURT LIAISON:

Ron Mitchell, the first supervisor assigned to the Court Liaison Unit, contributed much of the information provided in this section. Ron reminded us that any officer who has been with the Department over fifteen years remembers making the drive to downtown Phoenix, seeking a parking space and on most occasions, sitting in Court from eight o'clock in the morning until late afternoon waiting for your probation violation case to be called. Not only was this inconvenient for probation officers, but a burden for probationers, their families, victims and court personnel. It was not uncommon for a probationer to wait in jail for over thirty days for disposition of his/her probation violation matter. The term "Dirty Thirty" was actually used to describe how many days a probationer would sit in jail until his/her hearing. A cyclical budget crunch, combined with overcrowded jails and prisons, called for drastic measures.

In the early 90's, it was proposed to have one probation officer assigned to monitor probation violation matters, which in turn would free up field officers to do what they get paid to do - supervise a caseload. "Why not place one officer in court to cover for all of us?" was the thought at the time.

The Court Liaison concept started as a pilot project in Commissioner Mike Jones' quadrant. Penny Stinson was selected as the first Court Liaison officer, after the way was paved in meetings with long time probation supporter, Judge Ron Reinstein, Court Administrators, County Attorneys and Public Defenders.

The goal was to expedite the probation violation process in this new court designed strictly for probation violation hearings. The Liaison would contact probation officers by telephone (before e-mail of course), discuss sentencing options, staff cases, consult with other parties involved in the process and present an oral recommendation to the court for sentencing. Field officers appreciated Court Liaison taking a major task "off their desk." The entire court system experienced a relief in overcrowded calendars. The pilot project took on a life of its own characterized by rapid success. The amount of hearings and recommendations quickly overwhelmed the liaison officer.

Because the cost savings of approximately \$35.00 per jail day (at that time), it did not take long to gain the attention of the Board of Supervisors who agreed unanimously to fund the entire unit of ten officers, one support staff and one supervisor. The unit eventually grew into twelve officers operating in four quadrants.

COURT LIAISON – PRESENTLY

Presently, there are 13 officers in Court Liaison, four officers assigned to three quads Quad 3, 4, and 5) and one floater. Every day, two courts are scheduled. Each court has three sessions, 8 AM, 11 AM and 2:30 PM, which translates into six sessions a day.

We start work on a calendar seven days in advance. When a probationer is arrested, an Initial Appearance is set within 24 hours (Rule 27.6). At the Initial Appearance, a Revocation Arraignment is set seven days later (Rule 27.7).

This court date is noted on the docket with the probationer's name, booking number, cause number, and Quad assignment. From the Docket, we collect the list of names, begin to research each case, and order files from the Warrants Department. Once the information is collected, we begin the quality control work. All documents are checked for accuracy, reports are accessed from the "O" drive, days in custody are checked, and rationales and recommendations are compared. Each case is thoroughly investigated. So, we are like the Pinkerton Detectives of the Department.

Officers in Court Liaison have experience ranging from five to thirty-two years in areas including domestic violence, intensive probation supervision, sex offenders, and white collar. Their knowledge is valuable for staffing cases, reviewing files, and assessing recommendations.

Some Court Liaison officers are involved in new hire training which helps define expectations of field officers, our role in the PV process, and the urgency of our work. Other officers conduct training for the County Attorney's office where new attorneys learn about the PV process and our role in the courtroom. Court Liaison officers are involved in other special assignments within our unit as well.

Court Liaison officers believe their work is important and essential to the department. In the last few years, our job has changed. The "oral report" has been replaced by the "written report," a daily afternoon calendar is now three a day, court liaison staff at SEF have consolidated with downtown, and we have moved locations twice! Our quads have been named and renamed. Our judges and commissioners have come and gone. The number of cases we process has steadily increased over the years. We all agree that what we miss most is the opportunity to be mentors.

THE FUTURE OF COURT LIASON:

As for the future of the Court Liaison Unit, Chief Broderick would like to see the unit "get back to where we once were." Because a vast majority of standard field officers have less than five years experience, she would like the Court Liaison staff to provide mentoring services for field officers to ensure we, as a department, provide accurate and objective information to the Court on a timely basis and in a professional manner.



It should be noted that the Court Liaison Unit moved to the lower level of the 4th Avenue Jail approximately one year ago. When this occurred, three probation violation courts were combined into two. This led to large calendars and a huge workload for everyone involved in the probation violation process. Needless to say, the time CLAPO staff has to mentor and assist field officers with their probation violation reports has decreased tremendously. Chief Broderick understands the dilemma faced by the Court Liaison staff and is willing to listen to suggestions on how we can utilize all the experience in the unit to provide better reports and information for the Court and to make the process run as smooth as possible.

One area of concern for the Chief is the number of probationers returned for probation violation and reinstated on standard probation with few or no sanctions, including jail time as a condition of probation. She feels we, as officers, must do all we can possibly do to increase the number of success stories we have but understands not everyone can be successful on probation. When all resources have been utilized, there may be no choice but to file a petition to revoke and recommend revocation or at the very least an increased sanction such as IPS or jail.

To summarize, the Court Liaison probation staff exist to expedite the probation violation process. Remember, we are here for you, the officers, supervisors and staff assigned to the field. Like our name implies, we are a liaison between the Court staff, the Judges, the Commissioners and field officers. So please do not hesitate to contact one of our staff with questions and concerns about the probation violation process. We are only a phone call or e-mail away.

COMMUNITY CORNER

Healthcare



One of the greatest investments you can make in life is in your health. Living a healthy lifestyle involves more than eating the right foods and getting the sufficient amount of sleep. Living healthy also requires routine healthcare. In this issue of the Chronicle, the Community Corner focuses on Healthcare. Following are several listings for healthcare services that are provided for the homeless, pregnant women, and men and women in general. For detailed information on services offered, please refer to the number listed.

AIDS Drug Assistance Program (602-506-6988): Medications available to those who are HIV positive and meet financial eligibility guidelines.

Comprehensive AIDS Services (602-506-2934): Behavioral health, case management, dental, home and primary medical care, transportation, nutrition, pharmaceuticals, counseling, testing, and other support services.

Family Planning Clinic (602-506-6635): Information, education, well-woman exams, contraceptives and basic infertility services.

Healthcare for the Homeless (602-258-2122): Healthcare services are available for homeless individuals at the Homeless Clinic. Services include routine health care, mental health services, transportation to medical appointments, laboratory and pharmacy services, addictions counseling, & case management.

Healthy Start Project (602-304-1166): Reducing infant mortality and working to improve the health of women, infants and children.

HIV/HCV Health Education & Risk Reduction (602-506-1828): Outreach, group education, and basic HIV/HCV information.

Pregnancy Connection (602-506-6339): Education and linkage to health and social services agencies for high-risk pregnancies. Assistance in accessing prenatal care for uninsured and underinsured pregnant women.

STD Testing (602-506-1678): Confidential testing, treatment and follow-up services for people with STDs are available at a low cost and on a walk-in basis.

Well-Woman Health Check (602-506-6377): Increasing women's access to and utilization of quality screening and treatment services for breast and cervical cancer. Education and linkage to health and social services agencies for high-risk pregnancies. Assistance in accessing prenatal care for uninsured and underinsured pregnant women.

A Community Service Project: Capitol Elementary School and Adult Probation

By Jason Overmyer

The Adult Probation Department recently formed a partnership with Capitol Elementary School to help students become successful in reading. Not long ago, the Associated Press identified the geographic boundaries of the school district as having one of the highest rates of child poverty in the nation. The school community faces significant social and academic challenges, mostly due to the underlying dynamics of poverty. For example, the crime rate is high in the school community, including prostitution and drug related crimes. Within the school itself, many students are far below grade level in reading. Based on the research that indicates illiteracy is one of the many factors that contribute to juvenile crime, the help we provide will support efforts to reduce and prevent crime within the school community.

Currently, MCAPD officers Enrique Garcia, Tracy Benton, Samantha Corder, Morgan Dinovo-Stevenson, Gary Streeter, Teri Dane, Ginny Wombolt, Cindy Rodriguez, Christina Keenan, and Kendra Trobaugh are helping students with reading and other academic projects on a weekly basis. However, the school is in need of more volunteers. The requirement for volunteering is to meet with your identified student for 20 minutes per week on site at Capitol Elementary School. If you are interested in volunteering, or have any questions about the project, please contact Jason Overmyer, 602-619-9074, at your convenience.

Happy Holidays for "Youth at Risk"

By: Christi Seger

On Friday, December 16th, the Garfield Community Probation Center assisted the Phoenix Youth at Risk program with their Christmas celebration. This annual event is sponsored by Shea Homes, and draws an average of five hundred adults and children from the Garfield neighborhood.

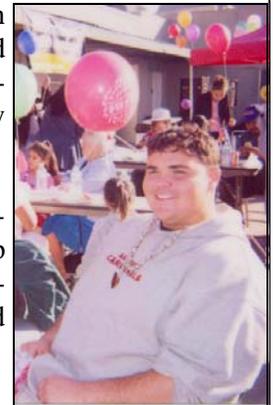


Probationer Robert



Youth at Risk Christmas Celebration

Volunteers served lunch for everyone, but the real guests of honor were the neighborhood kids. They were treated to games, crafts, and a special visit from Santa Claus. The children were thrilled when Santa arrived atop a big red fire engine and proceeded to give each one a teddy bear.



Probationer Randall

The probationers from the Garfield Center were present to help out in any way possible. They delivered tables, helped set up the Christmas tree, and most importantly, kept the garbage bins furnished with fresh liners. These probationers represented the Garfield Center well. They mingled with the crowd and answered questions from neighbors when not assisting with other chores.

All in all, everyone had a great time serving the community and spreading holiday cheer.

Celebrate Safely: Shout - Don't Shoot

By: Marilyn Windust



Probationer Joey

On December 29th, Phoenix Police, Adult Probation and Garfield neighborhood activists partnered together in an effort to educate the neighborhood about "Shannon's Law." Shannon's Law specifies that celebrating with gunfire is against the law and punishable by more than five years in prison. Police, Probation Officers, Probationers, Neighbors and even Mayor Phil Gordon spent the afternoon distributing flyers throughout the neighborhood reminding everyone that "what goes up, must come down...and CAN KILL."



Left to Right: Phoenix Police Officer Larry McGann, Garfield Organization Board Member Louisa Stark, Probationer Renae and Phoenix Police Officer Doreena Wiegert

The Low-Down on APPA: Dateline Austin, Texas: January 8th-11th, 2006

By: Tim Schouten and Mark Bergmann

In an effort to bring the Department up to speed on probation matters across the country, MCAPD sent a handful of newly promoted supervisors and line staff to the bi-annual American Probation and Parole Association (APPA) conference in Austin, Texas. The conference offered a multitude of training workshops geared toward both adult and juvenile probation topics. Issues included tracks covering cultural diversity, sex offender supervision, leadership and information technology. The information shared at this conference was informative and most of all, enlightening.

On the opening day of the conference, we attended workshops related to cultural diversity, victim issues and how to incorporate crime prevention efforts within the communities we supervise. Training dealt with recognizing the importance of working with different faith-based organizations and cultural groups and how to overcome the many barriers facing individual agencies.

The afternoon session included a presentation by former MCAPD Division Director, Donna Cross, who is now the Business Project Manager for Maricopa County Integrated Criminal Justice Information System. While most probation staff are familiar with the JWI system (which was recently rolled-out to MCAPD), the presentation focused on the enhanced features of JWI that are expected to be deployed after additional user testing. With the growing expectation for field officers to conduct criminal history queries, timely responses will be significantly improved by this new application. Once this program is deployed, it will not only be a cost saving measure, it will save officers an enormous amount of time in compiling arrest histories. Essentially, criminal histories will be formatted and condensed into a report that will be attached to Court reports - all with the push of a button.

On day two, our selection of workshops was completely different. We found ourselves in a motivational workshop for today's criminal justice environment. We strongly recommend any staff that have the opportunity to hear Steven L. Scales, Supervisor of Collin County Community Supervision and Corrections Department and Sex Offender Civil Commitment Case Manager (TX), to do so. His presentation was energetic, informative and gave practical tips on how to keep employees motivated in today's high stress arena of community corrections. His information was surprisingly simple to adapt to daily life and mirrors the same concept and training offered to our Department by Dr. Sarah Hallett.

The most eye-opening experience of the trip was a focus group dealing with issues facing women in probation and parole and the barriers they face on a daily basis. Around the country, it is not uncommon in some jurisdictions for female officers and supervisors to be paid less than their male counterparts. In some departments, females are only able to supervise female offenders and some female supervisors are only allowed to supervise female employees. Some of our female counterparts are denied alternative work schedules, up-to-date technology and other tools available to do their job. Moreover, some female officers have experienced discrimination in the courtroom while still others are required to have a male chaperone to conduct field visits on male offenders. Knowing that all of these things are happening in other jurisdictions exemplifies how MCAPD is light years ahead of most of the country, as represented at the APPA conference. The department's vision and commitment to provide its employees with programs and services needed to conduct their jobs in the twenty-first century really stood out in comparison with other departments.

We attended a few more workshops on sex offenders and collaborating with families, but all in all, the message we came away with was simple. Most of what is going right with probation is already being implemented in our own backyard.

And then there was 6th Street.....

Probation Recognizing Individual Deeds of Excellence

THE PRIDE OF MCAPD

By Vicki Biro

The Department is filled with many hard working employees. At times it's difficult to formally recognize the outstanding work of everyone on an annual basis. In order to recognize the hard work of staff on a daily basis, APD will proudly begin recognizing staff on a daily basis through its PRIDE Committee.

The goal of the PRIDE Committee is to encourage staff to recognize the accomplishments of one another on a daily basis. The PRIDE website provides two ways to show appreciation. A "Thank You" can immediately be sent directly to a co-worker to say you recognize and appreciate something he/she has done. A "PRIDE award" can also be presented through the website. A PRIDE award recognizes a co-worker for going above and beyond their daily work duties. PRIDE awards will be posted on the "Wall of PRIDE" in each area office and drawings will be held quarterly to select winners. Winners will select gift certificates from favorite places such as movie theaters, Home Depot, Petsmart, and Target.



Each office has a representative on The PRIDE Committee. This representative will maintain the Wall of PRIDE with updated winners, samples of certificates, and examples of selection criteria. Additionally, the PRIDE website will list the current winners from each office. The website and PRIDE program will be launched in February 2006. Representatives will be attending division meetings and each supervisor will provide PRIDE information at upcoming unit meetings.

Look for the Wall of PRIDE in your building and be among the first to nominate your co-workers for the hard work they do on a daily basis. Don't let that hard work go unnoticed.

Marty Soto Retires !!!

After 25 years of service with APD and 30 years of service for Maricopa County, Division Director, Marty Soto has retired. Marty began his career with the County as a freshman working at the Phoenix College Bookstore. Marty's career in the criminal justice arena began with Pretrial as a paid intern his junior and senior years in college. As a probation officer, Marty's various assignments included: standard, presentence, and programs. Marty's final assignment with the Department was Division Director over the Southern Field Division.

Marty's most memorable contribution to the Department was when he worked to write the communicable disease policy. At the time of writing the policy, Marty was supervising the warrants unit and the officers were dealing with HIV cases when the statutes concerning disclosure of information came out. Marty was instrumental in preparing this policy which is still in existence.



What will Marty miss the most from the Department? In his own words, "The people I work with. I was really surrounded by a great group of people at all levels. I think my successor is lucky to be inheriting this division. This can be a tough profession, but the number of fun times with staff far outweighed the number of tough times. Can't ask for more." Marty's final message to the Department is, "Keep your standards high. You'll know you're doing it right because someone, somewhere won't like it and will get angry. Thanks to everyone and remember, time does fly."

To break in his retirement, Marty will be taking a month off in order to "stop and smell the roses" and to "take in a few sunsets" in between becoming a gym rat. After that, who knows? Congratulations on your retirement Marty. We wish you well and much happiness as new doors of opportunity and relaxation come your way.



25 Year Anniversary with MCAPD

Juli DeYoung 12/08/05

20 Year Anniversary with MCAPD

Joan Batchelor	02/11/06
Richard Breed	02/11/06
Robert Cherkos	02/11/06
Manuel Gomez	02/11/06
Robert Cherkos	02/11/06
Daniel Zorich	02/11/06
Michele Bodenmiller	02/18/06
Kit Russell	02/24/06
Tami Knott	02/24/06
Debra Vaughn	02/24/06
Patricia McDongah-Konecki	02/24/06
James Marshburn	02/24/06
Susan Purtill	02/24/06

REMEMBERED

On February 9, 2004, Surveillance Officer Elijah Wong died while serving in Operation Iraq Freedom. He was moving unexploded ordinance, rocket grenades, and mortar rounds to a demolition site when the munitions detonated. He left behind a wife and three children.

With the upcoming anniversary of his death, please take a moment to think about his family and friends. Eli was an exemplary surveillance officer and was dedicated to the Department's mission. During his short tenure with APD, he touched the lives of his co-workers and probationers alike. After his tragic death, there were numerous comments and condolences sent from probationers he had supervised. Eli demonstrated great passion for his work and in his life. He was a man of conviction and served his country to make a better life for others. Please do not forget his sacrifices and those of all the men and women serving for this country.

Thanks to Our Writers

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