

**Judicial Merit System Commission  
Tuesday, September 2, 2025  
General Session Meeting Minutes**

The Judicial Merit System Commission met on Tuesday, September 2, 2025, for its regularly scheduled quarterly open meeting. The meeting was conducted out of the Cordova room and via Microsoft Teams video conference with Commissioners Lauren Eiler and Casey Newcomb joining in-person, Commissioners Stephen Burg and Roger Geddes joining virtually, and Commissioner Hunter joining by telephone.

**I. Meeting Convened**

The meeting was called to order at 2:00 p.m. with the following Commissioners in attendance: Commissioners Lauren Eiler (Chair), Stephen Burg, Roger Geddes, Yvonne Hunter and Casey Newcomb. Also, in attendance were: Jennifer Fish, Secretary to the Commission; and Maria Washburn, Human Resources Associate.

**II. Introduction of new Commission Member**

The Commission welcomed new Commission member, Casey Newcomb. Commissioner Newcomb introduced himself and provided an overview of his background.

**III. Approval of the Minutes**

The Commission reviewed the draft minutes of the June 3, 2025 Quarterly Meeting General Session. The following correction, as shown in underline, was made under Item III: "...appeals such as timelines as to when the appeal must commence."

**Motion: Commissioner Hunter moved to approve the minutes of the June 3, 2025 General Session Meeting as amended.**

**Commissioner Geddes seconded the motion. Commissioners Burg, Eiler, Geddes and Hunter voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb who was not yet able to vote.**

**IV. Appeals pending decision**

Secretary Fish reported there were no appeals pending decision.

**V. Appeals For Notification of Status**

Secretary Fish advised the Commission that the matter regarding Kathleen Cassatt v Maricopa County Adult Probation Department was pending. A Hearing Officer has been assigned, but a hearing had not yet been set.

**VI. Annual Report FY 2025 Update**

Secretary Fish provided an overview of the Judicial Merit Commission Annual Report for fiscal year 2024-2025, highlighting the snap shot of workforce data, employee classification trends, and summary of Notice of Charges.

She shared that there has been no response or feedback from employees since the Commission changed the Rules. However, having specified timelines in the Rules for investigations and notice has been beneficial from an administrative standpoint.

There was a question from the Commission about whether the one demotion for fiscal year 2024/25 was still pending. Secretary Fish explained the matter was still pending because it was initiated in the previous fiscal year.

**Motion: Commissioner Hunter moved to accept the Judicial Merit Commission Annual Report for fiscal year 2024-2025.**

**Commissioner Eiler seconded the motion.**

**The Commission debated whether formal acceptance of the Annual Report was required. Secretary Fish confirmed that the Annual Report was being provided for information pursuant to the Rules and that the Annual Report would be made available to the public on request.**

**Commissioner Hunter withdrew her motion so that the Commission can review the role of the Annual Report and determine how best to respond to inquiries regarding the Commission's work.**

**There was no vote.**

**VII. Clarification of Items from Special Session**

**A. Hearing Officer's Review including Burden of Proof**

**Motion:** Commissioner Eiler moved to suspend the General Session and enter an Executive Session.

Commissioner Burg seconded the motion. Commissioners Burg, Eiler, Geddes and Hunter voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb who was not yet able to vote.

The General Session reconvened following the Executive Session.

**Motion:** Commissioner Hunter moved to ask for a meeting with legal counsel at his earliest convenience to review the questions related to the memo.

Commissioner Burg seconded the motion. Commissioners Burg, Eiler, Geddes and Hunter voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb who was not yet able to vote.

**VIII. Decision Order Template Review**

**Motion:** Commissioner Hunter moved to table the review of the Decision Order Template for future discussion with legal counsel.

Commissioner Burg seconded the motion. Commissioners Burg, Eiler, Geddes and Hunter voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb who was not yet able to vote.

**IX. Executive Session**

The Commission entered Executive Session at 2:17 p.m.

**X. Future Agenda Items**

Secretary Fish summarized future agenda items as follows:

- Approval of the recent Special Session minutes.

- Outcome of the review of how the Annual Report has been used and requirement for Commission approval.
- Legal Counsel Outreach

**XI. Call to the Public**

No response was received to the Call to the Public.

**XII. Meeting Adjournment**

**Motion: Commissioner Newcomb moved to adjourn the meeting.**

**Commissioner Hunter seconded the motion. The motion passed with no oppositions and one abstention from Commissioner Newcomb who was not yet able to vote.**

The meeting adjourned at 3:00 p.m. on Tuesday, September 2, 2025.