



# IDEAS.VOICE. RESULTS.

## the CHRONICLE

Maricopa County Adult Probation Newsletter

Voice.

October-December 2018

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CHIEFLY SPEAKING

From October 24 through November 30, staff participated in the timekeeping portion of the workload study. Three hundred sixty-seven (367) employees including probation officers, surveillance officers, supervisors, screeners, and caseload administrators tracked and recorded the time they spent on all of their work activities during this five-week period. Jennifer Ferguson and Jodie Rogan supported this effort by coordinating training, answering questions, monitoring progress, and completing time records for staff on vacation. I know that this was an additional demand on staff – thank you for understanding the importance of this study and for going the extra mile to complete this additional activity. With the timekeeping portion of the workload study behind us, you may be wondering what happens next. There are no additional activities for line staff and supervisors during the remainder of the year. In January, the Justice Management Institute will conduct an online survey of staff to determine if the time spent on various activities, as reflected in results from the timekeeping study, is sufficient.



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## Chiefly Speaking

*Continued from Page 1*

The hustle and bustle of the holiday season is here. This is a joyful and festive time when we reflect on all of the good accomplished during the year and join together with family, friends, and co-workers in celebration and gratitude. For 23 years our Department has kicked off the holiday season with the Garfield Turkey Feast. This annual event celebrates our relationship with the Garfield Neighborhood, city of Phoenix, and various service providers. An article and photos from this event are included in this edition of the Chronicle. I hope that you enjoy them. Thank you to all who contributed to this special occasion in one way or another. And the holiday season continues... we come into work and holiday décor has brightened our offices. Many of you having events planned for your workgroups and/or offices. Enjoy this time!

It is a seasonal tradition to be charitable and to provide assistance to the less fortunate. Many charities receive the bulk of their donations during the holidays. The donations and service activities express noble values and strengthen our connection as a community. Beyond this seasonal focus, we are reminded of the very impressive service organizations that are doing wonderful work throughout the year to lift others up. We are blessed to work with many strong partner organizations whose services help our clients and others achieve positive outcomes.

The health and well-being of employees is important. I hope that you are well and I encourage you to practice self-care. The holidays can be stressful, the job can be challenging, and some of you are facing personal difficulties, as we all do from time to time. As we have been taught, it is a good idea to do an occasional assessment of our own well-being and to manage our life-work balance, health, and well-being. One quick resource is an [emotional wellness checklist and wellness tips](#) from the National Institute of Health. Please remember the additional resources available to you as needed including the Employee Assistance Program and the Critical Incident Stress Management team. You are valued.

2018 has been a good year with many achievements. I am proud of our employees and the work we do. May you enjoy comfort and joy during the holidays!



# Thank you, MCAPD!

By Christina Coller, Sean McMillen, & Sherri Tucker

MCAPD Domestic Violence (DV) Units 33, 37, and 51 coordinated several activities during the month of October to raise awareness and money to donate back to the victims directly impacted by domestic violence. Some of the highlights from October's events were Unit 33's Basket Drawing, Unit 37's Bake Sale, and Unit 51's "Pie in the Face" event. The DV Units hosted 10 events/activities and raised a total of \$1,131.85. In addition to this, the DV Units placed numerous donation bins across the Department's buildings. We were truly amazed by the hundreds of donations we received from staff across the Department. Donations included: clothing, hygiene products, bedding, blankets, children's toys, and school supplies to name a few.



Sean McMillen



Pictured left to right - back row: Sean McMillen, Daniel Atkinson, and Andrew Rodriguez, and front row: Debi Gilliland and Christina Coller.



Manuel Barron



A selection of raffle prizes



Another prize

*Continued on next page...*



## Thank you, MCAPD!

By Christina Coller, Sean McMillen, & Sherri Tucker *Continued from Page 3*

Like last year, the DV Units decided to donate everything collected from the events, drawings, and donation bins to A New Leaf organization. This is an organization that provides individuals with resources, including homeless and DV shelters with services, such as affordable housing solutions, behavioral health care, foster care, counseling, financial literacy coaching, and basic needs. This year, A New Leaf's goal was to supply their clients with all the basic kitchen and household needs to aid with the transition from residing at the shelter to being in their own apartment. With the money raised, the DV Units were able to go shopping for additional items to donate to A New Leaf to supplement all the items received through the donation bins. The amount of items we were able to donate to New Leaf was astonishing and was only possible with the generosity everyone showed the DV Units during October.



Pictured left to right: Andrew Rodriguez, Jammie Dilley, Daniel Atkinson, Christina Coller, Heather Redmond, Brandi Anderson, Diane Bracamonte, Sean McMillen, Dariss Beale, Scott Homan, and Cortney Norton.



Items purchased at WalMart

*Continued on next page...*

## Thank you, MCAPD!

By Christina Coller, Sean McMillen, & Sherri Tucker *Continued from Page 4*

The DV Units would like to send a special thanks to all officers involved in the drawing, those who supplied donations, and those who participated in all of the events during October. Because of your dedication to domestic violence awareness, many victims will feel safe, heard, empowered, and supported as they continue to rebuild their lives. We appreciate your continued support!

*Sincerely,*

*DV Units 33, 37, & 51*



Pictured left to right: John Bishop, Christina Coller, Aaron Porzel, Diane Bracamonte, Sean McMillen, Jammie Dilley, Sherri Tucker, Cortney Norton, Andrew Rodriguez, and Daniel Atkinson.



## Detox & Terrorism

By Arlyn Harris on behalf of Team Forum

Some things just naturally go together like pork chops and applesauce, macaroni and cheese, or peanut butter and chocolate. So how do *Detox* and *Terrorism* go together? They don't, but they were the topics of the last two Managers' Forums. And good thing we learned how to detox because it was definitely needed after learning about terrorism!

**Detox Your Work Environment.** We had the pleasure of hosting Carmen Rodriguez, past president, American Probation and Parole Association, and senior training specialist, Cook County Adult Probation Department, who had the entire management team (including the Executive Team) on our



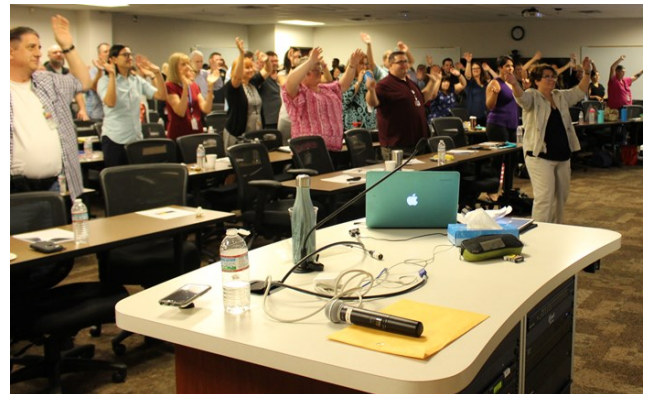
Carmen Rodriguez

feet dancing the Cupid Shuffle – that alone was worth attending the forum. But seriously, we learned how to identify:

- Toxic employees: workers who have problems with or cause problems between peers, supervisors, or stakeholders, and
- Toxic behavior types: aggressive, passive-aggressive, manipulative, narcissistic, downers (moody, grumpy, and pessimistic), judgmental, and whiner.

We also learned how to deal with them:

1. Stop thinking about them as “toxic”
2. Ask yourself “what do you want them to do differently?”
3. Ask yourself “what’s in it for them to do what I want them to do?” and
4. Tell them exactly what you want them to do differently, including what is in it for them.



Carmen Rodriguez leading participants in a group activity.

The important takeaways are never allow anyone to steal your joy and do not display toxic behaviors as it will turn you into a toxic person. As leaders (and we can ALL be leaders), we are each responsible for creating a positive and NON-toxic work culture.

**Terrorism:** Speakers from the Rocky Mountain Information Network (RMIN) and FBI presented a historical account of today's terrorism. They also gave us an idea of what to look for in terms of identifying possible Home-grown Violent Extremists (HVE's) in the field. If you are interested in learning more about this topic, ask your supervisor for a copy of the PowerPoint presentation and look for more classes on this topic coming soon in the HUB! Be careful out there and always practice awareness.

# Pumpkin Carving Contest

By Mora Isom

Employees at the Downtown Justice Center had the opportunity to display their talent in a pumpkin carving contest held on October 29, 2018. Chief Barbara Broderick, Deputy Chief Therese Wagner, and Division Director Brandelyn Jackson judged the entries on the quantity and quality of carving and detail, the quantity/quality of items added, and the mechanical/electronic devices incorporated. Winners got bragging rights and a box of chocolate. There was a tie between Tinker Bell and Nightmare Before Christmas. Congratulations!



Tinker Bell by  
Vanessa Chavez,  
Lauren Sanchez,  
and Mora Isom.

Nightmare Before  
Christmas by  
Kristen Hunt and  
Sandra Cumming.



Witch by JoAnn Paulus, Angelina Diaz, and Michelle Medina.



Jail Birds by Emily Romero.

## Synopsis of Drug Summit Conference

By Karla Clanton & LaTonya Queen

On September 24 and 25, 2018, we attended the Arizona Drug Summit conference to hear experts from law enforcement, treatment, prevention, medicine, and business discuss the current trends in substance abuse. Our objective was to learn strategies on how we can unite to develop community-based solutions. Below is a synopsis of some of the information we obtained.

First, we were informed that Governor Doug Ducey of the State of Arizona declared a statewide health emergency on June 5, 2017, in the opioid epidemic. He signed Senate Bill 1001 into law on January 26, 2018. The opioid assistance and referral line (OAR), 1-888-688-4222, was discussed; this line is open 24 hours a day seven days a week and it assists providers with complex patients with pain and opioid disorders. The line is run by medical experts at the Poison and Drug Information Center in Arizona, and the Arizona Health Services' vision is to redefine pain and addiction as multicultural, interrelated public health issues.

Next, DEA Agent Barney Coleman informed us that the Transcontinental Criminal Organizations (TCO) bring drugs into Arizona. He informed us that the top two TCO's that control Arizona are the Sinaloa and Galico New Generation Cartels. Also, Mexico and Arizona are the main points of entry into the rest of the country, and the number one national drug threats are heroin and meth at this time. He reported that the three types of heroin are white, which has the highest purity, brown, and then black tar with the lowest level of purity. Recently, seizures have increased with meth, heroin, and fentanyl use, and seizures with marijuana and cocaine use have declined since 2014.

Additionally, fentanyl abuse has increased significantly in 2018. Two milligrams of fentanyl could be lethal to a person and it is used in drugs to give a person an increased high. This drug is considered dangerous as people don't know what it is mixed with. DEA Agent Coleman emphasized that a lot of drug trafficking happens on the dark web and it often cannot be traced. Another interesting presenter was Dr. Knieval, who discussed a holistic team based model as a treatment of chronic pain using multidisciplinary treatment. She believes the way to know if a patient is safe for opioid use is by thoroughly reviewing a patient's pain and mental health history and the utilization of substance abuse screening tools. Some of the multidisciplinary treatments that she and her team use are physical therapy, chiropractic care, diet and exercise, and behavioral health.

Lastly, was presenter Michael White, who discussed some of the current medicated assisted treatments. He discussed that suboxone has a 40%-50% retention rate. He also informed us that suboxone is not effective for heavy opioid users, but it has less overdose potential than methadone. He discussed that methadone is considered the "gold standard" preferred treatment for opioid use disorder, but has a high abuse and overdose potential. Next he discussed Vivitrol; he stated that Vivitrol has less than a 15% retention rate. He reported Vivitrol is most effective in a controlled environment and it is not as effective at treating cravings as methadone or suboxone.



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## Synopsis of Drug Summit Conference

By Karla Clanton & LaTonya Queen

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Overall, we obtained invaluable information by attending this two-day conference and recommend, with the challenging populations we supervise, that other probation officers attend future similar conferences to stay abreast of the constantly changing trends and treatments in our environment to better assist our defendants.

## Salute to the Military Working Dog

By Jim Frost

The 2018 Phoenix Veterans Day Parade is now history and it had the help of the Maricopa County Adult Probation Department. The celebrity Grand Marshal in 2017 was Loretta Swit, co-star of the long running TV series M.A.S.H. She not only asked to return for this year's parade, she specifically requested to walk with our entry, the Salute to the Military Working Dog. Ms. Swit is a dedicated animal advocate and recently has become involved with placing retired military working dogs with forever families so they can enjoy retirement after years of dedicated service to the military. Many of these canines only recently became eligible to return to U.S. soil following their retirement. After a thorough screening, those dogs deemed eligible for placement in homes are given the chance to be adopted by former handlers and the general public. Before even getting set up, the sponsoring agency and Ms. Swit have placed 33 dogs with forever homes.

A key aspect of our entry was to conduct some fund-raising to help Ms. Swit get her activity off the ground. One of the things we did was to see if officers and staff in the Department could be made aware of this effort and given the opportunity to contribute just one dollar towards the expenses of placing these dogs. Chief Broderick graciously gave her endorsement and let the Department know. Almost \$200 was raised from officers and staff and units within the Department. Coupled with donations from other friends and relatives, a \$300 cashier's check was presented to Ms. Swit to help get this effort started. Other people raised money along the parade route and another cashier's check for nearly \$600 was provided to her later on. Ms Swit herself worked the crowd and raised an unknown amount on her own.

I wanted to express my thanks to the Department for their help in this effort. It is important that these military canines get a chance to live a normal dog's life. They have spent 7 to 10 years working with their human counterparts searching out dangers on the battlefield and roadways and saving countless lives in the process.



## Reach Out Success Story

By Nicole Branham

Each probationer has a unique journey through life and the criminal justice system. Probationer Amy Arrieta welcomed an opportunity to share her experience and, in particular, how the Reach Out Program and treatment have helped her. Below is the letter that she wrote in which she shares, in her own words, her steps of positive behavior change.



*My name is Amy Arrieta I am 31 years old. I have spent most of my adult life in and out of jail and prison. I have a long history of drug use since I was a teenager. At one point in my life I believed that I would do drugs for the rest of my life. I really didn't care about anything else. I've never had a relationship with my children, who are now 12 and 3. Up until my last incarceration in the county jail (2017) I didn't even consider rehab, because I didn't believe I had a problem. I had never been in rehab before and when the chance was given to me through the Reach Out program I decided to try it. That was the best decision of my life. The Reach Out program got me into the CROSSROADS for women on September 13th 2017 and on that day my life changed forever. I am extremely grateful because there I was able to learn things about me that I had never known, things that kept me "sick" things that I didn't even know were a problem for me, the same things that kept me going back to drugs. I was able to deal with those things and in treatment I was given the tools and the knowledge to know how to change my thinking and to remain clean and sober. Initially I was only supposed to stay for 30 days but I completed the program 110 days and have remained sober and clean for 19 months. Because of the chance I was given by the Reach Out program I am now living a life with purpose, I comply with probation and am on my way to successfully completing it for the very first time ever. I have my certification as a Peer Support Specialist and my hope is to be able to one day give back by "reaching out" to our at risk youth. I have relationships with my daughters and family. I know that I did the work and I continue to do the work everyday, but I wouldn't have been able to do so without given the chance, and the Reach Out program gave me that chance at life. The Reach Out program and places like Crossroads are saving lives, I don't know what I would have done or where I would be without either. Actually I do I'd be dead or in prison. I hope that they continue to reach out because sometimes that's all someone needs, somebody to reach out and show them another way. I am forever grateful, thank you!*



## The Victims of Crime Act

By Tony Bidonde

The Victims of Crime Act (VOCA) was passed by the U.S. Congress in 1984. Its creation shaped the way to assist and support victims of crimes. A main feature of the Act was the creation of the Crime Victims Fund, also known as the VOCA Fund, which is financed with money from fines imposed on federal criminals to support victim compensation and crime victim services nationwide.

For the first 15 years of the Fund's existence, the total deposits for each fiscal year were distributed the following year to support services to crime victims. Starting in 2000, in response to large fluctuations in deposits, Congress placed a cap on funds available for distribution. These annual caps were intended to maintain the Fund as a stable source of support for future victim services. According to the Office for Victims of Crime, from 2000 to 2012, the amount of the annual cap varied from \$500 million to \$705 million. In FY 2013, the cap was set at \$730 million.

In 1990 Arizona voters approved the Victims' Rights Amendment to the Arizona Constitution through Proposition 104. Additional victims' rights laws were enacted in 1992 for adults and in 1996 for juveniles. My point is victims' rights are not very old and are still evolving. Every year, legislation is proposed in an effort to better assist the victims of crime. The old cliché "there is strength in numbers" rings true. This is what Adult Probation is all about, a group of professional individuals working as a team for the betterment and safety of the victims and the community. Every staff member that works directly with victims or on behalf of victims pours their efforts into ensuring victims of crime and everyone they come in contact with are treated with fairness, dignity, and respect.

Below are a couple of local resources that provide assistance to victims of crime directly or via the web:

- Arizona Voice for Crime Victims: <http://voiceforvictims.org/>. Telephone Number: 480-600-2661.
- Arizona Judicial Branch Restitution Laws and Information: <https://www.azcourts.gov/restitution/>.

If you have questions concerning the above article or questions regarding victim related issues, you may contact me at 602-372-8286 or through email: [vsu@apd.maricopa.gov](mailto:vsu@apd.maricopa.gov)

**The Best of the Holidays for one and all!**



## Garfield Turkey Feast 2018

By Melissa Froderman

On the morning of November 15, 2018, surveillance officers excitedly finished decorating the Garfield Probation Center. In the days leading up to it, Garfield residents and staff set up a Christmas tree and arranged a Christmas display, and wood beams went up to support a gigantic tarp for shade. A week prior, a team of employees sorted through hundreds of toys and other gifts to arrange gift bags. In the months leading up to the event, meetings were held, food was ordered, and the employees of MCAPD began looking for and purchasing gifts to donate to the children of the historic Garfield Neighborhood.

During this 23<sup>rd</sup> annual Garfield Turkey Feast, 532 members of the community were fed a true Thanksgiving dinner, complete with turkey, mashed potatoes and gravy, corn and stuffing, as well as pumpkin pie. The food was purchased from St. Mary's Food Bank and prepared by the Community Kitchen program, which allowed two Garfield residents currently enrolled in the Community Kitchen program to give to this incredible event. The lives of 311 children were touched after having a meeting with Santa and Mrs. Claus (Bryan and Jessica Ethington) and receiving gifts donated by probation employees, the Arizona Probation Officers Association (AZPOA), and other entities.



Pictured from left to right: Jennifer Taggart, Andrea Reeves, Bruce Crawford, and Tsungai Chiorera.

The children we come in contact with at Turkey Feast are often from low income families and this may be the only time they receive anything new. In addition to food and gifts, representatives from Walgreens came and offered flu shots; and believe it or not, 33 individuals accepted. Supervisor (DJ) Manny Barron brought joy to the community in the form of music, and Supervisor (elf) Jennifer Dzezinski and the Garfield surveillance officers entertained the crowd by dancing and interacting with the children.



Pictured from left to right: Reggi Williams, Zach Palmer, and Janet Blake.

This event could not take place without all the incredible individuals who donated their time, energy, and resources to making Turkey Feast a success. Among those volunteering were Chief Barbara Broderick, Deputy Chief Therese Wagner, Deputy Chief Saul Schoon, Deputy Chief Mike Cimino, Division Director Jason Walker, and Division Director Jaci Christenson. Also in attendance were representatives from Mercy Care, Crisis Response Network, Terros Health, AHCCCS, City of Phoenix Neighborhood Services, and Phoenix City Council Admin Specialist Luz Rodriguez and Councilwoman Felicita Mendoza.

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# Garfield Turkey Feast 2018

By Melissa Froderman

*Continued from Page 12*

Thank you to Marie Long, Jennifer Dzezinski, Victoria Murray, Amelia Giordano, Julie Quiroz, Bob Kaliszczjk, Jessica Valadez, Karla Esparza, Claudia Facio, Austin Brabble, Jana Smith, Michel Bridget, Tammy Allen, Michelle Mayer, Danielle Herrera, Donna Swan, Jessica Ethington, Bryan Ethington, Manny Barron, Tom Weiss, Martha Mays, Julie Wise, Diana Martinez, Bruce Crawford, Karen Spitler, Brandon Shimizu, John Herold, Reggi Williams, Kristi Wimmer, Andrea Reeves, Tsungai Chiorera, Megan Gonzalez, Jennifer Taggart, Michael Moss, Cindy Rubio, Norma Hernandez, Lisa Otto, Zach Palmer, Cindi Barocas, Sarah Barocas, Arianna Cannady, Diana Barrientos, Janet Blake, Zulfiya Monahan, Daa Vidana, Brittany Craine, Alexandria Corral, Adriana Garcia Bloom, Daniel Rodgers, Alex Battest, Angel Williams, Veronica Fimbres, Jackie Chagolla, Casandra Hinckley, Isabel Lopez, Michelle Garcia, Vincent Dawson, Jack Dillon, R. Lopez, Damaris Cruz, Terry Lee, Barb Rubio, Crystal Carter, Christina Collier, JakinDee Kosaka, Sean McMillen, Arlyn Harris, Ilyssa Harris, Cailyn Harris, April Powell, Melissa Boudreau, Sunikia Bullen, and Natalie Cantrell for their service in support of this event.

A very special thank you to: AZPOA, David Tierney, Mark Stodola, The Who I Am Foundation, and Smart Justice.



Children with Santa and Mrs. Claus



Pictured from left to right: Karen Spitler, Michelle Mayer, Jennifer Dzezinski, and Danielle Herrera.



Pictured from left to right: Veronica Fimbres, Diana Martinez, Brittany Craine (in back), Julie Wise, Claudia Facio, Karla Esparza, and Jessica Valadez.



# Garfield Turkey Feast 2018

By Melissa Froderman

*Continued from Page 13*



Santa with baby



Pictured from left to right: Brandon Shimizu, Adriana Bloom, Alex Corral, Norma Hernandez, Dava Vidana, Zulfiya Monahan, and Alex Battest.



Pictured from left to right: Manny Barron, Michel Bridget, and Angel Williams.

Jennifer Dzezinski  
as an elf



Children with Santa



Arianna Cannady (left) and Diana Barrientos.



Child with Mrs. Claus

*Special thanks to Kristi Wimmer for photos*



## Twice Blessed

By Laura Mandt & Jason Ortiz

### Laura Mandt

My love for criminal justice is expansive, and it is because of that love that I chose to pursue a master's degree in criminal justice (MACJ) at Arizona State University (ASU). During my time at ASU, I was lucky enough to discover the collaborative immersion-learning internship program between Maricopa County and ASU known as Maricopa County Leadership and Education Advancing Public Service, or MCLEAPS. I was fortunate to be one of two MACJ interns selected by the MCAPD through this program. What makes MCLEAPS unique is that it provides ASU students the opportunity to support their continued college education while taking their first steps into a career in public service by working directly with supervisors like Jennifer Ferguson.



Laura Mandt and Jason Ortiz

I entered into this opportunity skeptical of the effectiveness of probation overall as well as the post-conviction criminal justice programming it implements. I accepted this internship thinking that it would be a great learning opportunity, never thinking that it would change my perceptions or play a crucial part in shaping my career path. Before starting in the Organizational Development and Support Division, I had three years' experience working in policy research and, as surprising as it may sound, I was excited about the opportunity to work with internal criminal justice data. What I did not expect was that working with the data would take a backseat to the learning I gained from observing and working with the various programs.

The Department is at the forefront of criminal justice programming by continuously developing and implementing programs that are evidence based. As my understanding of these kinds of programs developed, so did my passion for them. It wasn't until I sat in on a Decision Points class that I learned the effectiveness of cognitive interventions, which helped shape the direction of my MACJ Capstone Project. As I learned about programs, I was encouraged to spend time observing a wide variety of the Department's programs, such as the Reentry Program, Reach Out, and — my personal favorite — Garfield Residential. Through this opportunity, I was able to see the impact that each of these programs has on the individual lives of probationers, their families, and the community as a whole.

The work that I have done with the MCAPD over the course of the semester inspired me to apply for a fellowship that partners recent graduates with struggling local communities. My fellowship application advanced to the semifinalist stage, with final decisions to be announced in December. Whether or not I am selected as a Fellow, I know that after graduation I want to work on post-conviction programming in Arizona.

*Continued on next page...*

## Twice Blessed

By Laura Mandt & Jason Ortiz

*Continued from Page 15*

### Jason Ortiz

My name is Jason Ortiz and I am currently a MCLEAPS intern with the MCAPD. I graduated this past May from ASU with my bachelor's and I am now working on my master's in criminal justice. During the past few months, I have had the opportunity to intern with the Organizational Development and Support Division of MCAPD. I don't think I can point to another time in my life when I worked with so many numbers and different acronyms. I enjoyed my time working here and, reflecting now on my experience, I have developed a greater appreciation for research and programming.

As an undergrad, the topic of probation or community corrections was barely talked about and there would at best be a paragraph or two in a book that we barely even read. One of the main reasons I was excited to intern at MCAPD was to expand my knowledge and experience in community corrections. I wasn't sure what my career plans would be, but I knew that interning here would give me a better understanding of the criminal justice system and hopefully provide more guidance into the career I wished to start after my graduation. I was amazed by the amount of effort that MCAPD spends on creating programs that are as efficient as possible and that rely on evidence-based practices. I didn't think that a county as large as Maricopa would be able to operate with such efficiency the number of programs that MCAPD offers. Even more surprising is that those programs are designed to be very deliberate with probationers in mind, are supported by sound scientific practices, and every probation officer I interacted with seemed so genuine and intentional in trying to help probationers. I found that refreshing as the criminal justice system is often depicted as being cold and inefficient. I finish my time here at MCAPD with a renewed resolve to serve my local community believing more than ever in the county's vision statement, "citizens serving citizens."



Did You Know (DYK) is a means to educate and improve communication within APD!

Send ideas and/or questions to:  
[APDCommunicationCommittee@apd.maricopa.gov](mailto:APDCommunicationCommittee@apd.maricopa.gov)

## The Hygiene Drive

By Mora Isom

The Maricopa County Adult Probation Department conducted a Hygiene Drive from September 10 through 21, 2018, that employees participated in to help the Central Arizona Shelter Services (CASS) Shelter. Donations were brought in by the box full: toilet paper, shampoo, soap, toothbrushes, toothpaste, lotion, shaving cream, razors, and deodorant, to name a few. There were even donations of socks, homemade wash cloths, and water bottles. On Tuesday, September 25, couriers brought all the boxes to the main headquarters at the Downtown Justice Center. Box after box was being delivered. It was quite a sight to see. The Hygiene Drive's coordinators, Mora Isom and Shelby Weldon, along with cube mates, Brenda Crawley and Lauren Sanchez, worked diligently to sort, count, and repack all the donations.

All items were delivered to the CASS Shelter on Monday, October 1. Rick and Brett from Facilities Management were the muscle behind getting all the boxes there. Mora and Shelby were welcomed by Cass Community Outreach Coordinator Lindsey James at the time of delivery. Lindsey was especially happy when she was told that the largest box was just full of toilet paper. She said, "This is like gold here!" The CASS Shelter appreciated all of the donations made by MCAPD. In the last fiscal year, CASS had 208,077 nights of shelter. The programs they offer aide families, children, young adults, men and women, Veterans, and seniors, as well as the disabled. On any given night in Maricopa County, there are 6,000 homeless human beings with only 2,000 beds available countywide.

We wanted to make a dent in the needs of our communities' homelessness. With the approval of Chief Barbara Broderick, we were given the green light to host the Hygiene Drive and we couldn't be happier with the amount of donations that our Department brought in. I cannot thank everyone enough! Of course, the CASS Shelter could always use more, but we've made a dent.



Shelby Weldon (left) and Mora Isom.





## 21 New Officers Join the Department

By Jim Sine

Please join Staff Development in welcoming the latest class of new probation and surveillance officers to the Department! On December 4, 2018, 20 new probation officers and one new surveillance officer were sworn in by Judge Myers and welcomed by Chief Broderick. The officers completed nearly eight weeks of NOTES training and are ready to jump into their new assignments. This time around nearly all of the officers were placed in standard probation caseloads. One officer was placed in Drug Court, however, and another will supervise an Seriously Mentally Ill (SMI) caseload at Garfield. Our surveillance officer joined a sex offender supervision caseload. As always, a very appreciative thank you is due to our many adjunct faculties for their ongoing contributions to training our new officers. Another big thank you goes out to our field coaches for taking time out of their schedule to work with our new officers in the field. Staff Development recognizes their immense contributions and knowledge in helping our new officers get ready for the job. Congratulations and good luck to our new officers in their new adventures.



Pictured from left to right: Michael Goldberg, Danielle Stoimenoff, Matthew Knight (front), Oliver Smith (behind him), Erin Lockwood, Zach Palmer, Alicia Heaster, Elizabeth Kemp, Katie Mudra, Karen Porras, Ryanne Dirmyer, Jenna Nelson, Samantha Rios, Christine Cardoso, Jasmine Chavers, Effren Padilla, Jeremy Aird, Wendy Rios, Arielle Santacruz, Doris Tucker, and Derick Willis.

*Congratulations*



# 2018 Supervisor Leadership Academy

By Cathy Wyse

Twenty-nine probation supervisors from across Arizona attended the 2018 MCAPD Supervisor Leadership Academy (SLA). Participants included 17 MCAPD supervisors and 12 supervisors and managers from other adult and juvenile probation departments in Arizona. The SLA requires participation in two full class days monthly over a six-month period, a 360 assessment, and development of an individual leadership plan. Coordinated by Division Director Brandelyn Jackson and taught by various members of the MCAPD Executive Team and guest speakers, the SLA is designed to prepare managers to lead evidence-based probation agencies. The curriculum covers a host of current management topics and includes the *Crucial Conversations* and *Crucial Accountability* curriculums.

*Congratulations to the 2018 SLA graduates!*



Unless otherwise indicated, those pictured are MCAPD supervisors. Shown left to right, back row - Robert Celaya, Israel Garcia (Coconino County), Mark Smalley, Rebecca Lauchner (Pinal County), Jay Boyer (Gila County), Kris Maines (Pinal County), Michele Butcher, Diana Barela-Rue, Joseph Coppola, Julie Somma (Mohave County), Melissa Monahan, and Jenna Fitzgerald; middle row - Judy Chacon, Christina Keenan, Suzanne Shirleson, Barbara Rubio, Ramona Demian, Holly Slater, Jon Navarro (Yavapai County), Brandie Myhre (Yavapai County), Berenice Arellano (Santa Cruz County), Lucia Rodriguez (Yuma County), and Jill Montoya (Navajo County); and front row - Victoria Curness, Jonelle Acosta, Porche Williams, Michelle Alter (Coconino County), Erica Sims, and Stephanie Pla (Yuma County).



## 3rd Quarter P.R.I.D.E Winners

**BCB** – John Patterson, Brandi Anderson, Derek Kelly

**CCB** – Nicole Young, Julicua Singleton

**Communication Center** – Kafi Grossley

**CSC** – Lupe Arebalo

**DTJC2** – Jonelle Acosta, Kate Skelton

**DTJC3 Admin** – Donna D'Elia, JoAnn Paulus

**DTJC3 Pretrial** – Kenneth Walker, Maria Chanto, Marylouise Stevens

**Garfield** – Damaris Cruz, Jamie Lopez, Veronica Fimbres

**Luhrs** – Nancy Musser, Ruth Manner

**Northport** – Dennis Hawkins, Paul Berardi, Kelly McCoy

**PSC** – Michael Castro, Chuck Ruiz, Warren Nichols, Victor Vaughan

**SEF** - Michael Wechselberger

**Scottsdale** – Julius Miller, Erin Flowers

**South Court Tower** - Sandra Cumming

**Southport** - Wateka May, Carson Heussner, Laura Nunez

**Sunnyslope** - Jesse Vincent

**SWJC**- Ismael Garcia, Catherine Button

**Westport/FAU** - Steve Smith, Anna Crittenden, Allen Larkin

**WRC** - Tabetha Blow, Cynthia Romero, Juanita Bermudez, Kenneth Snodgrass, Darcy McLeod, Jeneen Brewer

***People Recognizing Individuals Deeds of Excellence***





# Happy ANNIVERSARY

## 30 Years

Lorene Ayala  
Jeri Modesti

## 20 Years

Patrice Moeller  
Maria Vasquez

## 15 Years

Rene Bates  
Randy Bay  
Heather Garcia  
Jesse Goodman  
Denise Gray  
Lane Gunderson  
Susan Haney  
David Laing  
Delma Navarro  
Heather Peckham  
Gabriela Perez  
Geneva Rodriguez  
Lisa Roubicek  
Rick Temby  
Sandra Townsend  
Eric Ward

## 10 Years

Lupe Arebalo  
Venisha Craig  
Fedra Malaquias

## 5 Years

Ada Andreski  
Jeneen Brewer  
Jennifer Dzezinski  
Carlos Guzman  
Bethany Keller  
Vonetta Lanier  
Dalia Ochoa  
Danielle Reagan  
Andres Rocha  
Stacy Soto  
Amy Starks





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