



Chronicle

Maricopa County Adult Probation Newsletter

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A Force for Positive
CHANGE.

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CHIEF'S

CORNER

A Leader Serves

It does not seem that long ago that I was starting as a new field officer with APD right out of college. The Department looked a little different then – laptops were barely a thing, we were dictating reports, and reading chronies depended if you could read the handwriting of your fellow staff located on the left side of the file. A lot has changed, but our dual mission was still about changing behavior to enhance public safety and providing timely and actionable information to the Court. Somehow 20 years have passed, and yet I believe in our mission more than ever. Chief Broderick was Chief during most of that time and I am so appreciative of where she brought our Department and the course she charted for us in that time. I would not be where I am without her, the current team leading the Department, many of you, and my wife and family support. I could have never imagined I would be writing to you 20 years later with the privilege of serving in my current role, although some things have not changed. I am still a probation officer that works for a Judge (and also now a Court Administrator), writes for Judges, and makes recommendations with the final decision often being in their hands.

For this article, I thought I would answer a few of the questions that I have received the most frequently since starting my new assignment. I have spent October and November trying to get out to division meetings in our 11 divisions and have enjoyed talking with the members of our management team and with so many of you as I have been in the various offices.

What does it feel like being Chief?

Mainly, I am grateful to be able to continue to serve alongside you and to be part of the Judicial Branch of government here in Maricopa County. We have an amazing group of leaders at the Branch, both those who serve as judicial officers and those as administrators, and it is truly an honor to represent APD among those men and women. It has been exciting, exhilarating, and fun. At the same time, it has also had its fair share of moments of being overwhelmed and provoking anxiety – turns out 1,200 people is kind of a lot of folks. In the latter times, I am reminded and comforted by all the quality people I get to lead with from the other chiefs, to the directors, and all the supervisors leading our units. The biggest surprise has probably been the sheer scope of all the teams and areas of which Chief Broderick was involved. I served her for seven years and we worked closely together, so there is an illusion of familiarity of the job. Like many jobs, you cannot get the full scope of it until you are in it. Most of all, it is a high privilege to be able to lead an organization where I grew up and care so much about it and the people who serve.

How would you describe your leadership style?

I am passionate about leadership. At its essence, leadership is about influence. The motive and character of that leadership is revealed in how that influence is exercised and, ultimately, in the results it gets. In other words, *how* we lead is very important to me, not just *what* we do. Given the work we are asking staff to do and the way we ask them to do it, I think you should hold those in leadership to a high standard as our work is easier (we get to

lead prosocial employees). I also believe the branch of government where we serve calls us to a higher standard given its hallmarks of fairness, respect, integrity, and impartiality. In terms of style, I try to bring a thoughtful approach that seeks to build toward consensus around our vision, mission, and values when we are pursuing a given initiative or making a decision. I have no problem making “the call” or making a tough decision, honestly that is often a lot easier. However, I think substantive and lasting growth and change cannot be obtained that way and only comes from the hard and heavy lifting of an inclusive style that listens longer than we are comfortable, involves those impacted, and moves slowly but deliberately. Humility in leadership is also important because it changes not just the posture of our leadership but also its potential. I love how leader and author Patrick Lencioni puts it with simply, “A leader serves, everything else is just economics.” I fall short of the standard described above plenty, but in terms of leadership that is what I am striving toward.

What are your priorities and vision for the Department?

First, anything good we do in the future, we do together. It will not be my vision necessarily that gets us there, but a vision we share, see a value in worth sacrificing for, and one we work toward together. Toward that end, as I prepared for my interview process, I met with each Executive Team member to learn more about what they see as potential initiatives we should consider, what we may need to consider we stop doing, and areas they feel we should look at, be it big or small, inside or outside their division/bureau. Many of the ones I heard were representative of what they are hearing from both staff and supervisors. We will be sorting through those items. Another piece of that vision includes establishing a framework through which the Department makes decisions and a process through which all can bring ideas and innovation. We actually have a number of those types of things already, but there is an opportunity for us to expand that and make it more readily accessible. That will be a more medium to long-range goal. We are a phenomenal organization due in large part to the work being done by staff and supervisors, and we will not be distracted by bad things but perhaps things that are slightly off mission or by the pace at which even missional things are implemented. This is another concern as well as a benefit to establishing a decision-making framework as described. My main goal in the short term is solidifying caseload ratios across our various programs that future administrators can rely upon going forward, which transitions well to the next question I have received several times.

What happened with the workload study?

We are still working with our colleagues at the County to solidify our caseload ratios for the future. Through what has been a lengthy and thorough process, I have learned even more than I knew before about the incredible work you all are doing to enhance public safety and provide actionable timely information to the Court. We are grateful for the time you invested in the study, the diligence of those who tracked their time, and I was proud to see how well your work compared to national standards. As we have further information about our long-term funding agreement with our County colleagues, we will pass it along.

Finally, I wanted to let you know we will also be scheduling some time in the spring for myself and other members of the Executive Team to come out and share some information as well as hear from you. I would love to see as many of you there as possible, hear from you, and answer any questions you have. The meetings will take place either at your area office or one nearby that can comfortably accommodate everyone, so be on the lookout for more information on those soon. In the meantime, if you have a question, something you want to pass along, or a request for the next Chronicle article, feel free to reach out to me directly or, if it is easier, you can reach out to an Executive Team member in your building or division.

With this time of year, I hope you find yourself able to slow down a bit, enjoy some time off with friends and family, and engage in the things that bring you joy. The Executive Team and I are grateful for the work you do, the sacrifice you make to do it, and the excellence you bring to our work.

It is a privilege to serve with you! Mike

NEWS &

INFORMATION

Pretrial EM Program Presented at National Conference

By Taylor Pile, Christian Popovici, Lolita Rathburn, and Jason Westcott

During the beautiful month of September 2019, supervisors and the division director of the Pretrial Services Division presented at the 47th National Association of Pretrial Services Agencies (NAPSA) annual conference held in San Diego. They presented a 45-minute seminar on the journey, successes, and challenges of the Electronic Monitoring (EM) program in Maricopa County over the last 20 years. The presentation focused on the details and various functions of the EM program as well as its role in the administration of justice at the pretrial level. The presenters were humbled by Chief Broderick's decision to allow the team to represent our program at the highest level and to inform other pretrial services programs of the sometimes controversial subject of electronic monitoring of pretrial defendants.



The presentation was an exciting opportunity for us to explore the many issues an EM program encompasses and provide a guide with specific examples of how EM works in our division and Department. We discussed how EM contributes to pretrial justice by providing an alternative to pretrial incarceration. The presentation went smoothly, and we were able to leave our audience with an appreciation of the program's achievements, as well as an understanding of the benefits of our program. We were challenged by our audience to explain the purpose of our program and how it provides the least restrictive release conditions in a pretrial setting. We answered questions, and we were happy to see that our audience was engaged and interested in the specifics of our EM program. In all, we left the participants with knowledge regarding staffing and resources, duties of EM officers, and the role of the Public Safety Assessment (PSA) and its impact on the supervision level. Furthermore, we educated the participants on the benefits of EM and briefly explored the future of the program.

Additionally, the NAPSA conference enabled us to participate in other seminars and learn from the successes and challenges experienced by our colleagues nationwide by taking advantage of over 60 instructional workshops.

One presentation that stood out discussed the challenges faced by San Francisco's non-profit organization filling the role of a public pretrial services agency. The judicial framework that the San Francisco pretrial non-profit organization operates under is the current California Senate Bill 1054. The bill was signed into law by Jerry Brown in August 2018 abolishing money bail and creating a pretrial services program and risk assessment tool in all California counties. Currently facing challenges in Court, the bill is up for voter referendum in November 2020. Furthermore, in 2018, the San Francisco Public Defender issued a writ on behalf of Kenneth Humphrey arguing that ability to pay and non-monetary conditions should be exhaustively considered by court judges. This decision led to drastic increases in pretrial release rates, amounting to higher caseloads/acuity of pretrial clients. Additionally, in 2015, the *Buffin v. San Francisco* lawsuit argued that San Francisco's bail schedule violated Equal Protection and Due Process. In September 2019, both sides came to a resolution that formally discontinued the bail schedule, mandated that assessments be completed within eight hours of fingerprint identification, and created a 24/7 staffing structure for Own Recognizance releases. During their 45 years of operations, the San Francisco pretrial agency learned that if they want to achieve pretrial reform they need to drive the process, initiate stakeholder meetings, and track the legislative process as well as involving the Courts and creating a strong social media presence.

Similar to the San Francisco experience, Cook County, Illinois, implemented a pretrial stand-alone program with one presiding judge and six new judges where the Court determines if the defendant is bailable and with a presumption of non-monetary bond or non-oppressive bonds. Recently, the program was expanded to include misdemeanor offenses and the County also implemented an automated court reminder system.

The Judicial Branch in Maricopa County is in the process of implementing an automated text message court reminder system. The automated reminder system is in line with national findings that defendants need reminders for Court appearances, transportation to Court, and a way to reschedule their hearings and resolve their warrants without incarceration. One common denominator discovered by research conducted in multiple jurisdictions is that everyone at the pretrial level had the similar goal to reduce the pretrial jail population, reduce the negative impact of the court process on defendants, and improve community safety by reducing reoffending while saving taxpayer money through pretrial incarceration reduction.

Finally, we were tasked with the difficult assignment of exploring beautiful San Diego. It was hard, but we did it. However, the biggest joy was the ability to learn of the amazing work performed by pretrial professionals at all levels across the country and to bring that experience back to our staff.

Desistance and Case Planning

By Cathy Wyse

The Administrative Office of the Courts (AOC) hosted esteemed researcher, academic, and creator of SUSTAIN, Faye S. Taxman, Ph.D., on October 24, 2019, for a 2-hour presentation on Risk-Need-Responsivity (R-N-R) and Desistance. This article provides a few highlights from that presentation, which was videotaped by AOC and should be available soon for those who would like to view it.

Dr. Taxman noted that the corrections field adopted the R-N-R model from Andrews and Bonta to show the value of treatment and respond to people in a way other than warehousing them. She pointed out that this model is deficit-based in that it looks at past behavior and is based on a person's flaws. This raises the question, "how do we work with individuals in a respectful way, recognizing their experiences, while being critical?" and leads to the concept of working alliance. Building rapport and engaging individuals in decisions can help them to see the impacts of their behavior and to take ownership for their choices.

Desistance means not engaging in criminal behavior anymore, and this approach to case planning is more future focused. The underlying piece is to help individuals see a different identity for themselves and to put the past behind.

There is a kind of tension between the case planning approaches of rehabilitation and desistance.

Rehabilitation

Emphasis on:

- Change
- Accountability
- Deficits, not people
- Interventions that work

Desistance

Emphasis on:

- Expediting an exit from life of crime, justice system
- Process of change
- Turning points
- Narrative, self-identity

Desistance involves thinking more about the turning points in someone's life, the narrative someone has about their life, and how they identify themselves. It provides a different lens for how to work with people. This approach creates a future orientation, helping individuals see a different identity of self and making changes to move their lives in a different direction. Work, relationships, and parenting can all be significant turning points in individuals' lives. Strategies for positive change involve seeing opportunities for 1) learning and doing, and 2) attachments and belonging. There are six domains with opportunities, or "hooks," for positive change: work, education, relationships, community, health, and creativity. The focus of case planning is to reinforce shifts:

- Shared decision-making: choices
- Emphasize future, what the individual wants for self
- Focus on cognitive transformations in individual's identity and self-narrative
- Find the opportunities or "hooks"
- Emphasize strengths to build
- Treat deficits as past, no longer defines the person or their actions
- Update! Update! Update! A case plan is a living document.

Dr. Taxman had more to say about helping individuals with change and about justice system reform. Officers participating in the SUSTAIN program will be exposed to more of this information, and staff are encouraged to be on the lookout for the video of her presentation.

ACHIEVEMENTS

& CELEBRATIONS

Michael Cimino Promoted to Chief

By Cathy Wyse

Michael Cimino was appointed to the Department's top leadership position, Chief Probation Officer, effective October 7, 2019. As Chief, he oversees a department with 1,200 employees, 19 offices, and an annual budget of \$122 million, and he leads one of the largest, most innovative and progressive probation departments in the nation.

Over the past 20 years, Chief Cimino has steadily moved through the ranks at MCAPD, taking on increasing levels of responsibility and making numerous, substantial contributions to the organization and its mission along the way. For the past seven years, he has served as the Deputy Chief of the Administrative Services Bureau. In this position, he was instrumental in numerous facility and technology projects, including the modernization and expansion of the Black Canyon Building and Southport Office, the co-location of the Communications Center with MCSO, an upgraded radio system, smartphones for field officers, and more. He previously served the Department as a division director, supervisor, and probation officer.



As part of the management team since 2004, Chief Cimino has been engaged throughout the Department's implementation of evidence-based practices. He led three major projects to advance a competency-based approach in hiring, promotion, and performance appraisals based on the core competencies for effective officers and managers in an evidence-based probation organization. The Probation Officer Performance Evaluation and the Supervisor Performance Evaluation projects were both recognized with achievement awards from the National Association of Counties.

Another award-winning project under Chief Cimino's leadership was the Adult Probation and Arizona State University (ASU) Collaborative to Combat Sex Trafficking. This partnership addressed the issue of sex trafficking through training, a research study, and the creation of practical tools for juvenile and adult community supervision officers.

Chief Cimino is a certified trainer of *Crucial Conversations* and *Crucial Accountability*; he has trained many MCAPD managers in these skills as well other court and probation managers in Arizona. For several years, he has conducted leadership training for both the American Probation and Parole Association (APPA) and the National

Institute of Corrections. In addition, Chief Cimino has taken a leadership role in planning and managing multiple APPA Training Institutes. In 2015, he was recognized for his exemplary leadership and commitment to the field with the APPA Member of the Year Award.

Chief Cimino holds a Master of Arts in Educational Leadership from Northern Arizona University and Bachelor of Arts Degrees from ASU in Political Science and Psychology. In 2010, he earned a Master of Divinity in Leadership from the Phoenix Seminary.

Congratulations Chief!

Brandelyn Jackson Promoted

By Sanja Markovic

Brandelyn Jackson was promoted to Adult Probation's Chief of Administration, effective October 21, 2019. In her new position, she assumed leadership of the Compliance Monitoring Division, Organizational Development and Support Division, system security officer, buildings, litigation, and public information officer-records.

Over the past 18 years, Brandelyn gained valuable experience in a variety of assignments with MCAPD. She began her career as a probation officer and supervised a standard field caseload. As a probation officer, Brandelyn worked with transferred youth sex offender, sex offender custody reentry, and standard sex offender caseloads. In 2007, Brandelyn promoted to the supervisor position and served as a supervisor for a total of seven years with a standard field unit and then the Communications Center. She was awarded the Supervisor of the Year Award in 2012. In 2014, Brandelyn was appointed to lead the Organizational Development and Support Division, which includes the planning and research team, data systems support, staff development and training, victim services, and the Communications Center.



Brandelyn believes that one of the best ways to increase employee engagement and satisfaction is to improve employees' satisfaction with development opportunities in an organization. Her passion for developing leadership skills motivated her to facilitate supervisor and staff leadership academies and serve in a leadership role at the Supervisor Leadership Academy. Over the years, Brandelyn led large scale projects and initiatives to automate the court forms and reports, assisted with the supervisor assessment center, led the move of the Communications Center in the MCSO 911 Center, and served on Department and Judicial Branch strategic projects and committees.

Brandelyn is excited for the opportunity to continue working with such a talented group of people while serving the mission of the organization. She believes that the people who work for MCAPD are truly some of the most passionate and talented individuals she has ever known. The Administrative Services Bureau provides support services and Brandelyn is excited about the opportunity to make sure staff have what they need to do their jobs effectively. She looks forward to the opportunity to continue working for one of the best places there is to work for.

Congratulations Brandelyn!

2019 Supervisor Leadership Academy

By Cathy Wyse

The 2019 MCAPD Supervisor Leadership Academy (SLA) concluded with a graduation ceremony at the Downtown Justice Center on December 5, 2019. This year's participants included 15 MCAPD supervisors and 15 supervisors and managers from other adult and juvenile probation departments across Arizona. 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. This exceptional training program requires participation in two full class days monthly over a six-month period, a 360 assessment, and development of an individual leadership plan. The SLA was coordinated by Deputy Chief Brandelyn Jackson and taught by various members of the MCAPD Executive Team and guest speakers.

Congratulations to the 2019 SLA graduates!



Unless otherwise indicated, the SLA participants pictured are MCAPD supervisors. Shown left to right, first row: Jaquetta Cowley (Pinal), Michelle Holbrook, Amanda Peterson, Jennifer Dzezinski (former MCAPD), Jeremy Lumpkins, Cyd Boyer (Coconino Juvenile), Kristen Adame (Maricopa Juvenile), Angel Williams, and Sharlene Meyer; second row: Terri Seiser, Jenni Roberts (Pima Juvenile), Steve Cromer (Mohave), Jessica Bradley-Hernandez, Joseph Montez (Greenlee), Brian Kramer (Pinal Juvenile), Larry Fugleberg, Domingo Flores (Yuma), Asha Adhikari (former MCAPD), and Brian Armbruster; third row: Phil Shannon (Mohave Juvenile), Dameon Ortiz, Walt Spokes (Coconino Juvenile), Chris Fox-Fitzgerald, Ryan Price, and Eddie Reyes (Gila). Not pictured: Christian Popovici, Bryan LaBrake (Maricopa Juvenile), Teresa Rockrich (Cochise), and Kimberli Watson (Maricopa Juvenile).

A Morning of Celebration

By Jim Sine

On the morning of December 4, 2019, our newly appointed Chief Probation Officer Mike Cimino welcomed 10 new probation officers who were then sworn in by Criminal Presiding Judge Patricia Starr. Chief Cimino also began a new tradition of welcoming and introducing our newest managers. New Deputy Chief Brandelyn Jackson and our newest supervisors, Meghan McEuen, Marlene Garcia, Angelina Diaz, Nathan Chaplin, Karie Strauss, and Letty Martinez, were recognized for their achievements and were also sworn in by Judge Starr.

Our new probation officer class was not the largest one we have had, but it was certainly one of the best. Many of the officers were assigned to Black Canyon Building and Garfield offices as well as Western Regional Center and Probation Service Center. The officers come from a wide variety of backgrounds and are very eager to have their training completed and get out to their caseloads. New officer training would not be what it is without the assistance of our adjunct faculty. So, a big THANK YOU to all our adjunct faculty and field coaches for making our training go so smoothly. As always, your willingness to help train our new officers is very much appreciated. As with any new officer class, the new officers will have a lot of questions as they learn their new jobs. If you see any of our new officers, please take a moment to give them a friendly welcome and see if they need any help.



Pictured left to right: Chief Mike Cimino, Ian Carrillo-Vazquez, Irene Garcia, Sandra Frayre, Jay Drake, Chandni Bhakta, Jacob Owings, Angel Camacho, Danielle Golden, Jazmin Padilla, Ashleigh Vellutato, and Judge Patricia Starr.

Happy Birthday Communication Committee!

By Doug Murphy

It has been four years since the organization of the Communication Committee. The goal of the committee was, and still is, to promote open and timely communication within the Department that enhances efficiency, relationships, and morale.

The most visual example that most staff see are the Did You Know emails that come out when needed. In 2019 DYKs included information on trends including a Hepatitis A outbreak and new hands-free laws cities are

implementing regarding drivers and cell phones, process tips such as when to use a Petition to Modify vs. a Memo and a checklist of things to do when a client expires from probation, and safety tips including what to do if you are involved in a workplace shooting.

The committee also helps direct the APETS agents and has been working on updates to the APD homepage to make finding items simpler – an ongoing project.

Since starting in 2016, the committee has sent out over 115 DYKs, all of which are archived, by year, in the M: drive in the Communication Committee folder. The past DYKs are always available and the files are searchable if you are looking for something specific.

The committee is always looking for communications opportunities and DYK topics. They can be reached at apdcommunicationcommittee@apd.maricopa.gov or simply speak to any committee member: Kristi Ward, Lolita Rathburn, Sanja Markovic, Kate Skelton, Cathy Wyse, McKenzie Holt-Synk, Michele Butcher, Doug Murphy, Kory Petersen, Edlin Rasmussen, Jill Gentry, Karie Strauss, Jessica Hogg, Tricia Hall, Angelina Diaz, Tiffany Butler, Taylor Pile, Christopher Fox-Fitzgerald, Melissa Grey, Zarina Enriquez, and Kayla Cathcart.



Happy Anniversary

35 Years

Olivia Ramirez

30 Years

Cindi Barocas
Jennifer Lennox
Cynthia Lopes

25 Years

Todd Brown
Linda Butler

20 Years

Manuel Barron
Yolanda Cardenas
Scott Homan

15 Years

Adeyemi Akanbi
Brenda Aldaco
Rebecca Britt
Tina Burruel
Kimberly Burton
Catherine Button
Jeffrey Fischer
Santos Garcia
Tanya Kluender
Robert McGhee
Suzanne Ogara
Valerie Quezada
Marylouise Stevens
Jason Westcott
Theresa Zawlocki

10 Years

Jennifer Crothers

5 Years

Malia Faoa
Scott Gibson
Karen Gilreath
Bryan Hageman
Kate Kuziel
Darcy McLeod
Erika Muhammad
Haley Myers
Reyna Roa
Maria Yanez

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



BCB – Aaron Bell, Katelyn Walden, Michelle Mayer

Communications Center – Breanna Fox

DTJC3 Admin – Shelby Weldon, Michele Butcher

DTJC3 Pretrial – Victor Atchison, Suzanne Segarra, Sheila Jones

Durango – Robert Demers, Francisco Sanchez

Luhrs – Veronica Alvarado, Tina Burruel

Northport – Oliver Smith, Karla Clanton, Roxanna Ochoa

Pretrial 4th Ave. Jail – Karen Gilreath, Enedina Wilson

PSC – Darlene Charnick, Cheryl Begay, James Hearn, Patty Carey, Jackalyn Browning, Laura Morales

SEF – Dora Nevarez-Gomez, Cynthia Ortiz

Scottsdale – Julius Miller, Erin Flowers

South Court Tower – Joseph Coppola

SCT Pretrial – Kimberly Connor, Michelle Billy, Bethany Alford

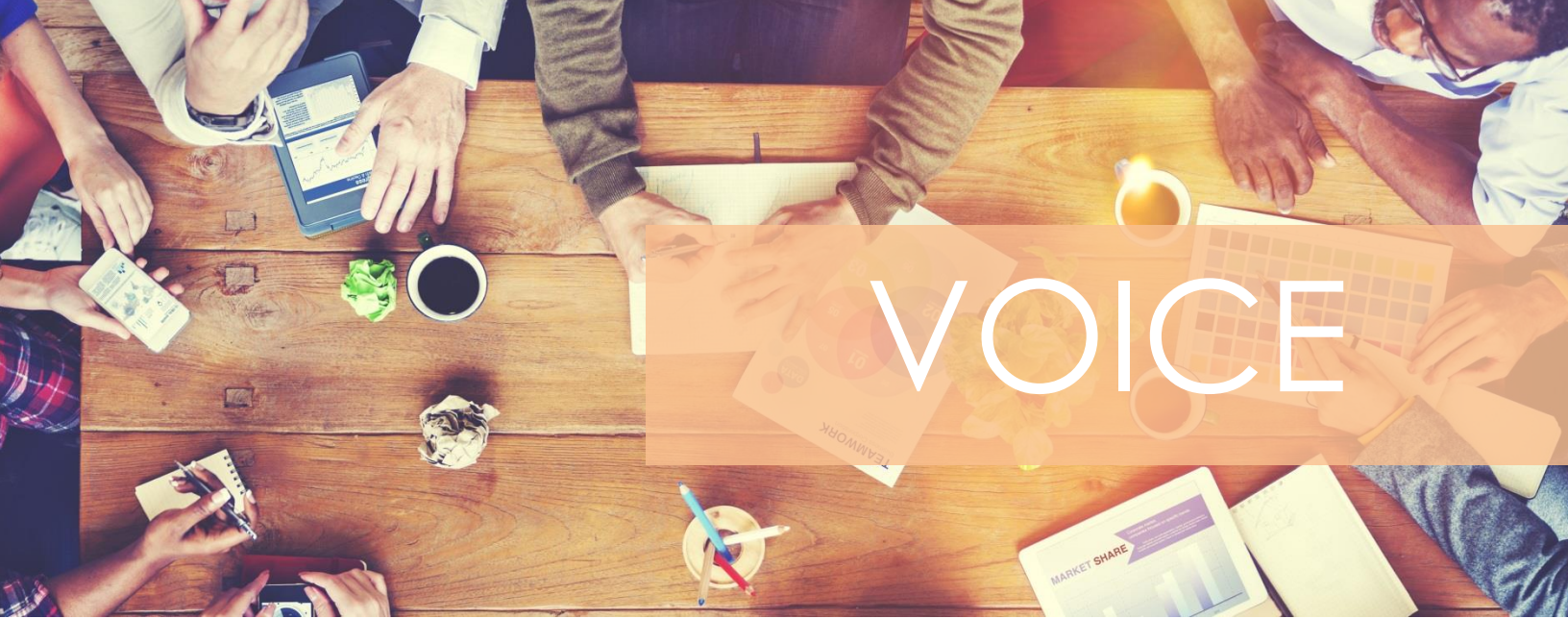
Southport – Jonathon Greiner, Zach Palmer, Sylvia Andrade

Sunnyslope – Heather Odell

SWJC – Elia Siordia, Mayra Duarte

WRC – Aneesha Gaines, Joseph Lopez, Jermaine Davis, Monique Zurita

People Recognizing Individual Deeds of Excellence



Reflections of a MCLEAPS Intern

By Daphney Trotter

My name is Daphney Trotter and I am currently working towards a Bachelor's degree in Public Service and Public Policy with an emphasis in Law and Policy at Arizona State University. Interning with the Maricopa County Leadership and Education Advancing Public Service (MCLEAPS) program for the Maricopa County Adult Probation Department (APD) has been one of the best academic and professional experiences as a student of public service. Jennifer Ferguson, Ph.D., research analyst and my supervisor, has allowed me the opportunity to shadow different divisions, assist in statistical projects, and gain an in-depth understanding of how the Judicial Branch works and the role of the Adult Probation Department.

I was able to learn about APD's Goal A, to keep the community safe, and how working together as team and using evidence-based practices (EBP) has contributed to continuously accomplishing that goal. The group of people I had the pleasure to work with for the past three and half months in the Organizational, Development and Support Division, showed me that when people are motivated by intrinsic values and work toward a unified goal, it can really make a difference. Working for the private sector for the past 14 years has made me a bit jaded and cynical about how a workplace operates and how people are valued. However, I got to observe a very different culture at APD. The evidence is in the people and the relationships that I got to witness surrounding former Chief Broderick. After serving as Chief for the past 19 years, she left the Department transformed and united. To hear the kind words and the admiration from her peers and team, one could only hope to leave such an impactful legacy. She really did push for positive change and aimed to make processes better and valued her people, all her people. Chief Broderick is a one-of-a-kind person who will leave a lasting impression on this department and what it stands for.

In addition, I was able to accompany probation officers in the field to see EBP first-hand and how probationers responded. It was interesting to see how much work goes into rehabilitating and monitoring members of our society and noticing how much patience it requires. The particular units I observed were nothing short of amazing. The support they gave to one another and the tactfulness used when interacting with the people on their caseload was impressive. This experience has really opened my eyes to what probation is really about and the



Pictured from left to right:
Jennifer Ferguson and
Daphney Trotter

effort it takes to believe that this is a better alternative to how people should be treated, with dignity and respect. From this experience, I will be seeking to be a part of the MCAPD team and help continue efforts to keep our community safe.

Domestic Violence (DV) Awareness 2019

By Christina Coller, Sherri Tucker, and Sean McMillen

It was another successful year! A big thank you to all who donated by purchasing raffle tickets and for purchasing baked goods during our bake sale. This year the total amount collected was over \$1,800. All proceeds were used to purchase items to donate to Sojourners Center and their Pet Companion Shelter.

Since 1977 Sojourners Center has been a safe haven from domestic violence; the Center has provided shelter and support services to several thousand individuals impacted by domestic violence (women, children, men, and pets). Sojourners was selected this year because their Center touches not only the family unit but the extended family too. Approximately 4 years ago, Sojourners recognized the importance of pets as family members by providing shelter to families and their pets fleeing domestic violence. It should be noted that only 5% of domestic violence shelters in the U.S. accept pets, and Sojourners is the only shelter in Maricopa County. Additionally, anyone in Maricopa County receiving domestic violence services may request pet sheltering from Sojourner Center. APD's generosity and support was greatly appreciated by Sojourners.

Also happening during DV Awareness month was the DV Roundup. This year we were able to collaborate with more law enforcement agencies. Probation officers and surveillance officers from all three DV units worked with the Glendale Police Department, the Avondale Police Department, and the Buckeye Police Department to pick up individuals with domestic violence warrants. As a result, over 20 arrests were made, 29 warrants were cleared, and more than 132 contacts were made with APD and police department collaboration.



Pictured from left to right: Andrew Rodriguez, Ivana Budimirovic, Jammie Dille, Jessica Valdez, and Laura Thomas

Sexually Violent Predators

By Rodney Rego

A sex offender caseload is arguably one of the more challenging caseloads anyone could ever have. Imagine having a caseload of individuals deemed as Sexually Violent Predators (SVP). While attending the American Probation and Parole Conference in August 2019, I had the privilege of participating in a workshop about this caseload within our department. The workshop was facilitated by Probation Officer Melissa Hudson and Supervisors Jocelyn Myers and Andrea Romano.

In 1991, the state of Washington was the first state to implement civil commitment of sex offenders. Currently, 20 states and the District of Columbia have enacted laws permitting civil commitment of sex offenders. Melissa Hudson manages this caseload out of our Black Canyon Building office and all of the individuals reside at the Arizona Community Protection and Treatment Center (ACPTC) which is located on the grounds of the Arizona State Hospital. To meet the criteria for SVP the individual must have been convicted of a sexually violent offense as defined by statute. They must suffer from a mental health abnormality and/or personality disorder that causes them serious difficulty in controlling their sexually violent behavior. Finally, the mental abnormality and/or personality disorder makes them likely to engage in predatory acts of sexual violence if not confined in a secure facility. The benefits of such a caseload are obviously community protection, better access to treatment, and reduced recidivism. The caseload is not without drawbacks. There are concerns about its legitimacy and some believe the legal mechanism for civil commitment depends on clinical criteria defined by legislative bodies rather than scientific or mental health communities. In addition, some believe it is a diversion of resources for those with severe mental health problems to serve a limited population. Lastly, the indefinite period of commitment is viewed as unfair and more of punishment than treatment.

At ACPTC, there are six different levels, with level one being the most severe where a resident must wait 30 days before they are considered for any community access. Once granted access, when residents go into the community, they are escorted by staff members in order to reduce the risk to the community. Level six is the least severe where there is community transition to independent living. While residing at ACPTC, residents are allowed to participate in prosocial activities that include music festivals, barbeques, and game and movie nights. Probation Officer Hudson's role in the caseload is that she conducts her office day at ACPTC, meets regularly with treatment providers, and works with staff to address any issues a resident might have. There are challenges that go along with any caseload in the Department, but to manage a caseload of some of the most dangerous individuals on probation who have mental health problems is a different kind of challenge -- one that appears to be in good hands in our department.

Thinking About Victims of Crime

By Antony Bidonde

For the last victim article of the year, I opted to make it more personal in nature. With the holidays quickly approaching, I am reminded of those folks who will not be able to partake in the festivities or who might choose to forgo the holidays due to having been victims of a crime. Most of us know someone who has been the victim of a crime. It could be that you as an individual have been impacted directly by crime, but the effect of the crime does not stop with the victim. It generally has far-reaching consequences on the family, friends, and neighbors, which may include possible economic ramifications for the victim.

By nature, and circumstances, I am a realist and an optimist. I do not believe that crime in general can be stamped out completely. I am also of the idea that we as individuals and as a community can assist in reducing

crime and the impacts of crime. My role is a modest one, but the main reason why I personally decided to work with victims of crime is so I can give back to my community.

At the time I was hired by Adult Probation, I was uncertain how long I would remain with the Department. It had little to do with the job, I was trying to carve a way to retirement. Fast forward eight years, I am still here. I already explained the first reason why I remained working. The second reason is because I have never worked for an agency that has such hardworking and committed individuals. The Department has about 1,200 employees. Every individual regardless of their position works towards a goal: **Building trust and empathy with victims and providing them with restorative services, directly or by way of support.** MCAPD Victim Services provides information and resources when requested by the victims and for probation officers as well. I am proud of the work we do in Adult Probation.

The best of the Season to one and all.

Below are several helpful resource links.

- **Arizona Department of Corrections, Victim Services:** <https://corrections.az.gov/victim-services>
- **Maricopa County Attorney's Office, Victim Services Division:** <https://www.maricopacountyattorney.org/35/Victims>
- **Arizona Attorney General's Office, Victim Services:** <https://www.azag.gov/criminal/victim-services>
- **Arizona Coalition to End Sexual & Domestic Violence:** <http://azcadv.org/>
- **Maricopa County Adult Probation, Victim Services:** vsu@apd.maricopa.gov or call: 602-372-8286.

Garfield Turkey Feast 2019

By Melissa Froderman

The 24th annual Garfield Turkey Feast was a reminder of what Thanksgiving is all about. If you are not familiar with the event, the basics are: families are encouraged to come to the Garfield Probation Center where they are served a hot Thanksgiving meal, and then every child is able to meet with Santa and Mrs. Claus and receives gifts which are provided by the generous employees of this Department. The event has become a staple to this neighborhood since many of the residents are living in low-income situations and the gifts the children receive may be the only new items they are given all year. This event is just incredibly fun, with a DJ, dancing, face painting, and even a balloon animal artist. We also had some amazing providers come out to offer services to the neighborhood.

The 2019 event, held on November 21, 2019, was met with some special challenges, one of which was the toys that were collected early were stolen. Even though this was a time of great disappointment, it inspired the generous employees of MCAPD to donate more than we have ever seen before. The toys, gifts, and books we received kept coming and coming in unexpected quantities and topped over 2,000! The second major challenge before us was the extreme wet weather. The outside dining area was set up approximately ninety minutes prior to the start of the event due to everything finally being dry, and we held our breaths as the sun broke through the clouds and offered hope that the storm would keep moving away from Garfield.

The doors opened at 3:00 p.m. and Garfield neighbors began walking in. Everything seemed to be going very well, and when Santa and Mrs. Claus arrived on a firetruck, the children's faces lit up. At 3:25 p.m., the sun started to shy away and ominous clouds began to loom over us while we hoped with all our might that we would somehow be spared. At 3:30 p.m., the skies opened and provided the downpour we had all hoped would not come. There were some stressful moments when water started to weigh down the tarp over diners' heads and

families with babies ran through pouring cold rain to get to a table. As I looked around at employees doing their very best to mitigate the circumstances, what struck me was no one who came in from the neighborhood seemed to mind what was happening around them. They were extremely grateful to be enjoying a delicious and warm meal while their kids approached Santa with a grin from ear to ear. I started listening to interactions between Garfield neighborhood residents and volunteers and heard a common phrase repeatedly, "thank you."

When 6:00 p.m. came around, a total of 243 adults had walked through the door for a meal and 328 children received gifts for an incredible total of 571 individuals having their lives impacted in a positive way. Because this year's event had some unique challenges, volunteers stepped up in unbelievable ways; you should feel good about making a difference in this community. Thank you to Martha Mays, Mariano Nunez, Diana Martinez, Donna Swan, Michelle Mayer, Donna D'elia, Julie Quiroz, Terry Lee, Bruce Crawford, Tracee Bauer, Julie Wise, Andrea Reeves, Bricela Padilla, Kimberly Connor, Brandon Shimizu, Vincent Dawson, Dana Shepherd, JakinDee Kosaka, Norma Hernandez, Suzanne Segarra, Francisca Salazar, Alex Battest, Arielle Santacruz, Melissa Grey, Jackie Chagolla, Sarah Barocas, Jessica Manjarrez-Pizana, Scott Mortensen, Danielle Chacon, Rodrigo Arce and son Ricky, Karen Spittler, Arlyn Harris, Ilyssa Harris, Cailyn Harris, Lorena Arizmendi, Robert Villasenor, Elvia Flores, Damaris Cruz, Ana Roque, Sean McMillen, Reggi Williams, Cindi Barocas, Janet Blake, Stan Rykowski, Yvette Angulo, Cathy Wyse, Maday Raygoza, Tsungai Chiorera, Megan Merker, Alex Perez, Megan Gonzalez, Jennifer Taggart, Dava Vidana, Zulfiya Monahan, Shanan Aven, Karla Clanton, Lisa Otto, Jamie Lopez, Ryan Valley, Christina Collier, Rebecca Sifuentes, Liberty Torres, Nathan Chaplin, Veronica Fimbres, April Powell, Brittany Craine, Monica Pimentel, Jana Smith, Jennifer Del Rivero, Amanda Thatcher, Austin Brabble, Jeanett Istratie, Claudia Facio, Bob Kaliszczjk, Steven Harry, and Kenneth Klein.

A very special thank you to Community Kitchen, Arizona Probation Officers Association, Chief Mike Cimino, Barbara Broderick, Therese Wagner, Saul Schoon, Brandelyn Jackson, Jason Walker, Judge Harriett Chavez, Brenda Crawley, Manny Barron, Jessica Ethington, Bryan Ethington, Ted Froderman, Phoenix Police Department, Phoenix Fire Department, Who I Am Foundation, County Supervisor Steve Gallardo, Marie Long, Victoria Murray, Tammy Allen, Tom Weiss, Mercy Care, AHCCCS-OIFA, Crisis Response Network, Terros, Father Matters, Walgreens, Smart Justice, community service workers, Garfield residential program residents, and the countless individuals who donated toys, gifts, and books. Last but not least, I would like to express the utmost gratitude to the Garfield community who braved the intense weather and let us share in their joy.

Special thanks to Kristi Wimmer for photos.





Pumpkin Carving Contest

By Mora Isom

On October 30, 2019, the Downtown Justice Center (DTJC) held their annual Pumpkin Carving Contest. Six entries were submitted, and the pumpkins were on display from 12:00-3:00 p.m. Judges Chief Cimino and Deputy Chiefs Wagner, Schoon, and Jackson came in and had the incredibly difficult task of judging the entries on the following criteria:

- Quality/quantity of carving details
- Quality/quantity of items added, and
- Quality/quantity of mechanical/electrical items included

This year's participants and winners are shown below. Thank you to everyone who participated. It was fun!

First Place

"IT" submitted by Kristen Hunt, Tiffany Romero, and Sandy Cumming
Unsupervised Probation, South Court Building



Second Place

"Area 51" submitted by Robert Celaya, Ileana Rubo, Joshua Bagnall, Tony Bidonde, and Daphney Trotter
Victims Service Unit and Stats Team, DTJC



Third Place

"Ghostbusters" submitted by Mora Isom and Lauren Sanchez
Administrative Assistants, DTJC



"MCAPD" submitted by Perla Cazares, Andrea Pantoja, Sonia Aguirre, and Brandon Shimizu
Pretrial Services, South Court Building



“Saw” submitted by Michelle Medina and Efrain Colin
 APETS Help Desk, DTJC



“Classic Jack-o-Lantern” submitted by McKoy Floate, Interstate Compact, DTJC



Salsa Showdown

By Mora Isom

On October 2, 2019, the Motivation and Morale Committee hosted a Salsa Showdown at the Downtown Justice Center. Five volunteers brought in their best salsa, and each bowl of salsa was identified with a number. Employees came in and taste tested all the salsas for \$1, then voted for their favorite. For an extra \$2, they were given chips and a container of their favorite salsa. The salsa makers were Mora Isom, Brenda Crawley, Merci Hernandez, Michelle Medina, and Robin Hargrove. All proceeds go to the end-of-the-year holiday party. Thank you to all who participated and voted.

And the WINNERS are.....



WHO was WHO
 #1- Mora
 #2- Brenda
 #3- Merci
 #4- Michelle
 #5- Robin







Thank you to Tiffany Romero, Brenda Crawley, Michelle Medina and Kathleen Weibly for all their help.

Merci Hernandez
 Administrative Assistant to
 Deputy Chief Mike Cimino
 Bowl #3

Michelle Medina
 Help Desk Coordinator
 Bowl #4





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