

Judicial Merit System Commission
Wednesday, July 22, 2026
Special Session Meeting Minutes

The Judicial Merit System Commission met on Wednesday, July 22, 2026, for its special open meeting. The meeting was conducted out of the Cordova room via Microsoft Teams video conference with all attendees joining in-person, except Commissioner James Smith, Mr. Neil Landeen and Ms. Julia McKee who joined via Microsoft Teams.

I. Meeting Convened

The meeting was called to order at 1:00 p.m. with the following Commissioners in attendance: Commissioners Lauren Eiler (Chair), Stephen Burg, Roger Geddes, Casey Newcomb and James Smith. Also in attendance were: Jennifer Fish, Secretary to the Commission; Nichole Fleshman, HR Manager; Maria Washburn, Human Resources Associate; Marci Boyles, the Appellant; Neil Landeen, Deputy County Attorney representing Maricopa County Justice Courts; and Julia McKee, Human Resources Manager representing Maricopa County Justice Courts.

II. Appeals Pending Decision

Chair Eiler advised attendees that the Appellant, Marci Boyles, requested an open discussion regarding her appeal. The Chair also overviewed the procedures for the appeal.

Ms. Boyles was invited to provide remarks for the record and for the Commission's consideration. She overviewed:

- the complaint she filed against former Judge Goodman involving allegations of sexual harassment, stalking and judicial bias;
- the result of her complaint, which led to former Judge Goodman stepping down from his role;
- the subsequent election of Blake King as Justice of the Peace, whom former Judge Goodman publicly supported;
- her subsequent involuntary administrative leave and termination;
- her clean 24-year career and exemplary performance records with Maricopa County; and

- her requests to have her termination reversed, reinstate her employment, restore her seniority and for retroactive compensation.

Mr. Landeen was then invited to provide remarks for the record and for the Commission's consideration. He stated:

- that the Appellant did not submit written objections to the Hearing Officer's report and that using time at this appeal was not contemplated by the Rules;
- that due process was followed by the Hearing Officer before a 18-page report was issued, which included a recommendation for the Commission to affirm the dismissal; and
- the findings of the Hearing Officer's report which disputed the Appellant's claims.

He requested that the Commission adopt the Hearing Officer's Findings of Fact, Conclusions of Law and Recommendation to dismiss the appeal and sustain the dismissal.

Following the remarks from both parties, the Commission engaged in discussion on the matter of Marci Boyles v. Maricopa County Justice Courts, reviewing the facts and findings, considering the role of the Commission, and debating whether the termination was arbitrary and taken without reasonable cause.

Mr. Landeen and Ms. McKee also responded to questions from the Commission regarding Maricopa County Justice Courts employee policies on progressive disciplinary action.

The Commission discussed whether to seek additional testimony prior to making a decision, specifically requesting confirmation from the Hearing Officer that arbitrariness was considered or evaluated to inform the conclusion.

Motion: Commissioner Smith moved to remand to the Hearing Officer to make explicit findings about arbitrariness under Rule 1.06 and whether similarly situated employees in Justice Courts receive differing sanctions for the same offense and leave it to the hearing officer to decide if he needs additional evidence.

Commissioner Eiler seconded the motion. All Commissioners present voted in favor. The motion passed with none opposed and no abstentions.

The Commission debriefed on next steps.

III. Executive Session

There was no motion to enter into an Executive Session.

IV. Call to the Public

No response was received to the Call to the Public.

V. Meeting Adjournment

Motion: Commissioner Newcomb moved to adjourn the meeting.

Commissioners Burg seconded the motion. All Commissioners present voted in favor. The motion passed with no oppositions and no abstentions.

The meeting adjourned at 2:20 p.m. on Wednesday, July 22, 2026.