

The Chronicle

MAY & JUNE 2008

NEWSLETTER OF THE
MARICOPA COUNTY ADULT PROBATION DEPARTMENT

VOLUME XX,
ISSUE IIIV

In this issue:

Chiefly Speaking	1
SMI Program Submitted for Showcase Excellence Award	3
Department Receives Three NACo Awards	3
MCAPD Review of Internet and Email Policy	4
IA Booking/Court Process	5
Our Newest Officers	6
Black Canyon Building Uses Blue to Make Green	7
Surfing for Evidence-Based Practices on the Net?	8
The Adult Probation Youthful Offender Unit	8
6th Annual Walk To End Domestic Violence	9
MCAPD "Of The Year" Awards	10
Canyon Corridor Weed & Seed Update	12
Helping Those Who Help Us	12

Chiefly Speaking:

IT'S PAINFUL, COSTLY AND INCONVENIENT



I don't want to sound self-righteous or preachy, but I would like to put this issue out in front of all of us. My concern is with employee well-being. Driving under the influence is the most frequent disciplinary issue in our Department. Regardless of position, rank, seniority, age or gender, employees have been arrested for DUI. The consequences are far-reaching and the causes worthy of discussion and reflection.

A DUI arrest affects just about everything – personal identity, legal status, finances, mobility, personal and work relationships, employment, emotional well-being and sometimes health. Many that I have spoken with experienced gratitude as well, for a lesson learned, albeit the hard way, and that the unthinkable did not result from a mistake that was made.

Under current law, a first-time DUI conviction (class 1 misdemeanor) requires:

- The arresting police officer to take the driver's license and issue an order of suspension effective 15 days after the arrest and lasting for not less than 90 days.
- A court-ordered alcohol or other drug screening, education or treatment program.
- Not less than 10 consecutive days in jail (of which nine can be suspended upon successful completion of the court ordered alcohol or other drug screening, education or treatment program).
- A fine and assessments totaling at least \$1,250.
- Ignition interlock device for a minimum of 12 months following reinstatement of the driver's license.
- The performance of community restitution may be ordered.

To Whom It May Concern:

I am writing this letter as I sit in a jail cell. I have been ordered to serve 10 days with 9 days suspended as long as I complete alcohol counseling. One day does not appear so bad but as I am in here, I have no idea as to what time it is and all I can hear are many random voices. I feel as though I am going through role reversal, I am a probation officer – this is not supposed to be my 'side of town.' I had to be searched by a female detention officer, asked if I used drugs or was suicidal, and now am using a very small silver toilet as my bathroom. I wonder if the officers watch me going to the bathroom -- once again role reversal – I could be the defendant at TASC ordered there by my probation officer. Why am I here? Because I made a huge mistake, a bad decision thinking I could drive home after being at a birthday party and having several drinks in a 4-hour period.

Continued on page 2

Continued on page 2



The Chronicle
Adult Probation
Department
620 W. Jackson
Phoenix, AZ 85003

(602) 506-3516 (Phone)
(602) 506-5952 (Fax)

New DUI legislation, with additional penalties, is regularly under consideration in the state Legislature. During this session, new legislation has passed under which penalties for Operating a Watercraft Under the Influence (OUI) mirror the penalties for DUI. Considering attorney fees, the ignition interlock, and other costs, I understand that a DUI arrest is typically costing approximately \$4,000 to \$6,000.

A probation officer has written a heartfelt letter that expresses well the depth and breadth of this experience. With the employee's permission, your co-worker's letter is being printed anonymously in this issue of the Chronicle.

What type of disciplinary action is taken for a DUI arrest? Our employees are valued and each case is given individual consideration. It is simply a fact that fieldwork is a requirement in many of our positions. Realistically, there are limits on the reassignments and accommodations that can be made within the Department. While a DUI arrest may not ruin a career, it would be true to say it is a setback.

What causes an employee to drive under the influence? Our jobs and lives can be stressful, even overwhelming. It is easy for things to get out of balance, to become complacent, to make a mistake. I hope that we will all be mindful of our work/personal life balance, our emotional well-being, and the choices we can make.

I didn't think then about breaking the law, killing myself, my passenger, someone else on the road or even that I was a probation officer – an officer of the court who is expected to hold up canons that I will respect my position and those in the community – those that I have previously supervised on probation and have violated previously due to their continued drinking or violations of probation. And now I am here – in a jail cell all alone.

Continued from page 1

What I want to say to anyone who reads this is not to take anything for granted, respect yourself and respect life. It has been 4 months since my DUI and I am a changed person, inside and out. No, I wasn't and am not an alcoholic recovering, I am an individual who had to slow down and see. See that making a choice to drink and drive was wrong and what disappointments it brings. Whether my family, friends or employers want to say it – the choice made by me was disappointing.

Appreciate why you are here, why you are a probation officer. Not only to enforce compliance with the law or probation, but to be a role model, to provide guidance to those in need and sometimes to be the only support system one may have. I failed when I chose to drink and drive. If you do not give enough value to your position as a probation officer and believe you can continue to attend those happy hours or birthday parties and hold that invincible mentality that you are better than anyone else who drinks and drives – then you are severely wrong and may need to sit in this jail cell to “see.”

Let me also describe my consequences from the law now that I am a convicted driver under the influence and have a misdemeanor. Besides my jail time, I will be doing an outpatient alcohol education group, will attend the MADD VIP, will attend an ordered MVD driving class, my driver's license will be suspended for 30 days, an almost \$2,000 fine and having to install the ignition interlock device for 1 year on my vehicle. I am sure after all that, anyone can imagine the financial burden I am experiencing in addition to retaining a lawyer. And then I will have to face the consequences of meeting with my chief of probation to learn how I will be disciplined. Do you remember that word “disappointed”? That is what I saw in the face of my immediate supervisor and director and will have to meet Chief Broderick personally to explain my actions and receive my consequences. And all because I chose to drink and then attempt to drive home. I could not “see.”

Stop and think about yourself, your friends, your co-workers. Driving anytime, no matter if it was only 1 drink is wrong and against the law. Do not make the mistake I did, open your eyes and respect yourself and your position in the community enough to make a different choice.

--Anonymous

SMI Program Being Submitted for Showcase in Excellence Award

By Cathy Wyse

As part of its quest for continuous improvement and performance excellence, Adult Probation is applying for an Arizona State Quality Award. Through the awards program, organizations are evaluated on established national performance criteria for organizational processes. The evaluation includes review of the organization's application as well as on-site visits by trained examiners. Written feedback from the examiner team provides new insights and opportunities to improve the program. Organizations that score well on the criteria are recognized with awards and lots of positive publicity. These awards are highly regarded in both the private and public sectors.

The Arizona State Quality Awards program has two levels. The State Quality Awards are based on an evaluation of the entire organization. A Showcase in Excellence Award is also available, based on a specific organizational process. Adult Probation is submitting its Supervision of Mentally Ill Probationers process for a Showcase in Excellence Award. Applications are due in July, examiners are expected on-site in September or October, and award winners will be announced in December.

County Administrator David Smith has encouraged all county departments to identify processes for evaluation and improvement and has supported participation in the Arizona State Quality Awards program. MCAPD has previously received Showcase in Excellence Awards for its Management of Adult Sex Offenders in the Community and its Financial Compliance Program.

For further information, contact Rebecca Loftus, Cathy Wyse, Michele Saldana or Rebekah Trexler.

Department Receives Three NACo Awards

By Cathy Wyse

The National Association of Counties (NACo) recently announced recipients of its 2008 NACo Achievement Awards, including three MCAPD programs. The award winners are Criminal History Worksheet, Contingency Management in Drug Court, and Tabletop Exercises. With this national honor, NACo recognizes MCAPD and its program partners for the development and implementation of innovative county government programs.

The Criminal History Worksheet (CHW) is an automated process for gathering and formatting criminal history data. The process was piloted by the Presentence Division in cooperation with the technical teams of the Integrated Criminal Justice Information System (ICJIS). John Wertsching, Don Warrington, and Rob Payne led the business efforts for MCAPD while Steve Ballance was the ICJIS technical project manager. Many PSI screeners and officers participated in the daily testing and adjustments, which resulted in a 50% time reduction and increased accuracy of this vital sentencing tool. The Criminal Bench also dedicated many hours in the development, formatting and training of commissioners and judges.

Contingency Management is a structured method of providing tangible motivational incentives to Drug Court participants to reward positive behavioral change. The principle of contingency management is to reinforce alternative behaviors other than drug use so that not using drugs becomes a more positive experience and using drugs becomes a less positive one. The use of contingency management in Drug Court has resulted in improved treatment attendance, improved compliance with drug testing, and an increase in the percentage of negative drug tests. Karen Barnes, Carey McGrath, and Kim Sullivan developed the program for Maricopa County's Drug Court. (See the March/April 2008 issue of the Chronicle for further information about Contingency Management in the Drug Court).

Continued on page 4

Tabletop Exercises help prepare managers to handle a critical incident, should one occur. Two realistic critical incident scenarios are selected and with the assistance of a facilitator, participants act out their own roles, as they would if an actual critical incident occurred. The exercises are engaging and bring out numerous important questions and issues for discussion, as they prepare managers to respond to an actual critical incident. Tabletop exercises have been used successfully by the military, and MCAPD selected this format as the method for delivering critical incident preparedness training to its managers. In addition to being provided to every division in our department, MCAPD managers have facilitated the tabletop exercise for the National Institute of Corrections and assisted other community corrections departments in replicating the training. Gary Streeter, Zach Dal Pra, and Lance Nickell contributed significantly to the development and provision of this training.

Congratulations to our NACo Achievement Award winners!

MCAPD Review of Internet and E-Mail Policy

By Shari Andersen-Head

Maricopa County Court Technology Services has recently published guidelines for use on the internet in their monthly newsletter. With permission from David L. Stevens, Chief Information Officer, the following article is being reprinted in order to give our staff current information regarding the use of the internet and e-mail at work.

I would like to call your attention to the Judicial Branch Electronic Communications Policy posted on the Court Wide Web at <http://courts.maricopa.gov/policies/docs/C-111B.pdf> (as a note we are currently reviewing this for potential updates). More specifically, pay particular attention to appropriate use of the internet and the e-mail system.

Policy allows for "limited" personal use of the internet. Court Technology Services defines "limited" as use during personal time, such as during lunch or outside normal working hours. Further, CTS feels that additional personal use (very limited and occasional) is allowed for purposes such as, quickly checking the weather forecast, a sports score, news feed, or traffic conditions. Under no circumstances is engaging in commercial purposes, running a business, or excessive use tolerated. In the end, this is simply a privilege that we feel is merited.

The policy also allows for "limited" personal use of e-mail. CTS defines limited personal use, in this case, as infrequent messages that are not work related. It is important to state that in no case should this limited personal use include inappropriate material or language, et cetera. Furthermore, it is important that this mail, subject to public records requests, be allowed to go through the entire retention practice that ends with mail items being automatically purged from the system twenty-eight days after the "Deleted Items" folder is emptied. As employees, you should know that all your communications are retrievable, and as such are subject to review – pending a request that is approved through the CTS office.

CTS serves the Judiciary and is the facilitator of electronic communications. We are trusted with significant responsibilities and resources. The integrity of CTS is paramount! Therefore, CTS should extend extra precautions in strictly adhering to these policies. It is important to me that you understand, as I have seen a growing number of misuse investigations. Please ask your director/manager/supervisor any questions you may have, as ignorance of the policy will not provide exception.

Again, I mention the above out of a desire to avoid any potential problems, and to give you a greater awareness of these important issues. Thanks for your responsibility in these matters and for demonstrating to the Judiciary that their trust is not misplaced.

IA Booking/Court Process—Tips For Probation Officers

By Eric Marmont, Maria Teresa-Martinez, Penny Stinson

As a probation officer you take pride in your work. You make every effort to manage your caseload. You balance the needs of your defendants with the safety of the community. When you file a petition to revoke probation and it is signed by a judge, you feel that you have delegated your responsibility to the court who will decide the outcome of your petition.

But wait a minute! You requested a warrant. You believe the defendant should be kept in custody pending a probation revocation hearing. You are the person with direct experience regarding performance on probation. So why did the court release your defendant, apparently discounting your professional opinion. This process can be frustrating. What is happening?

Let's take a look at the process from another point of view.

Every day of the year, 24 hours a day, a team of probation officers are hard at work at the Fourth Avenue Jail preparing for the next initial appearance court. Initial appearance proceedings are held every three hours: at 8:00 am, 11:00 am, 2:00 pm, and 5:00 pm. Typically, there will be about forty defendants at each hearing.

For each hearing these probation officers will prepare background information for every person arrested for a felony offense, certain misdemeanors and probation violation matters. This background information will substantiate a recommendation for the I.A. Court Commissioner hearing each case. The judicial officers in IA rely on a FORM IV (completed by the arresting officer), a complete criminal history check, a bail questionnaire and matrix and a financial disclosure statement. Additionally, defendants may face new charges. These can be as diverse as murder, rape, drug offenses, DUI and probation/parole as well as fugitive of justice violations.

It is in matters of probation violation where you fit in. As many of you are aware, probation violation defendants are no longer automatically held without bond. Many of you have asked what criteria judicial officers use to set the bonds given in IA court and what information influences decisions regarding release. Hopefully, this memo will provide some insight and helpful tips to consider when requesting petitions to revoke.

Whenever a defendant is charged with a new crime and is identified as being on felony probation, we will make an effort to contact the assigned probation officer (usually through Dispatch). When you are contacted, you will be asked for your permission to place a probation hold.

Some basic rules to remember regarding probation violations:

- Proposition 200 cases are always entitled to bond.
- Misdemeanor cases are always entitled to bond.
- The amount of a bond will vary according to the defendant's performance on probation, as well as what the commissioner feels is appropriate.

All felony and probation violation matters are potentially ineligible for bond if the judicial officer believes there is likelihood the defendant will be sentenced to prison.

Probationers arrested for probation violation with or without a warrant may be eligible for release. This is where you, the supervising probation officer, can help the court.

The two major considerations for IA judicial officers are the defendant's flight risk and their potential risk to the community while on release. In PV cases they are particularly interested in determining the likelihood of revocation with the imposition of a sentence in the Department of Corrections.

A warrant-less arrest through a FORM IV that states the defendant was arrested for violating terms #1, #2, etc. of their probation grant does not give a good picture of the defendant's behavior to the commissioner hearing the case. If you are filling out the booking information and take the extra time to detail the defendant's violation behavior on the FORM IV this will help the court make a sound judgment regarding release conditions.

Continued on page 6

In all probation violation cases the Pretrial officers in I.A. will print the last year of APETS notes. Keeping current and detailed APETS notes documenting violation behavior is extremely important. Cases where there is incomplete FORM IV information and APETS notes are not reflective of current violation behavior will increase the likelihood that the defendant is released on his own recognizance or on a low bond.

In probation cases where a warrant is requested, the same rules apply. Sometimes a defendant might not be arrested for a year or two after the warrant is issued. Having a complete record of the defendant's violation behavior empowers the Commissioner to make a sound judgment regarding release conditions.

It appears, in the instance of warrant-less arrests that judicial officers may not be getting the information needed to make the best decisions. This may be because a law enforcement officer is writing only "probation violation" as the probable cause statement for arrest on the FORM IV. Additionally, probation officers have not had the opportunity to update APETS notes prior to the defendant's IA hearing. In these cases, please feel free to call the 4th Avenue PSA IA office at **602-876-8776** and speak to the **supervisor or lead officer**. They will convey to the judge whatever issues you would like the court to consider when determining the defendant's possibilities of release.

So, in a nutshell, the most important information considered by IA judicial officers in PV cases is the FORM IV booking sheet and the information contained in APETS. Knowing this, the FORM IV needs to be fully completed. If appropriate, include in this summary statements on why you think the defendant will flee (e.g. facing a prison sentence – bench warranted twice before) and why you think there is a likelihood the defendant will be going to prison. Bear in mind that the supervising probation officer's recommendation for revocation to DOC alone is not sufficient enough to hold someone non-bondable.

It is **IMPORTANT** to understand the following: IA judicial officers know that 77% of the PV's filed will result in reinstatement to probation. This fact weighs heavily on their decisions. Additionally, judicial officers have seen numerous recommendations on FORM IVs requesting the defendant be held without bond in both Proposition 200 and misdemeanor PV cases.

Last but not least, the judicial officers in IA are no different than any other judicial officer. They will consider the information you have provided but may not always agree with you and may make a decision contrary to your wishes. Just remember, they are the judges and they make the legal decisions. If you do not agree with the decision, there is nothing personal about it. Their decisions are based on many factors including their extensive knowledge of the law.

Last, but not least, if you're ever at the Fourth Avenue Jail, please don't hesitate to stop in at the Pretrial Services Office. We'll be happy to show you what keeps us up all night! We're right up the hall from the booking area and of course, we're open 24 hours a day, every day of the year.

Our Newest Officers

By Alan Henry

Please join me in congratulating and welcoming our newest probation officers: Brad Basista, Raveille Donaldson, Aundrea Green, Charles "Ted" Nurnberg, Joseph Pallo, Dulcelinda Ramirez, Shirleen Tarangle, and Serina Tooms. They graduated on May 27, 2008, and have hit the field running.

Brad hails from Michigan, where he was born, raised and graduated college. He has an engaging personality and an eagerness to try new things. Be sure to ask him about DT.



Front row: Chief Broderick, Dulcelinda Ramirez, Joe Pallo, Judge Granville Back row: Serina Tooms, Raveille Donaldson, Charles "Ted" Nurnberg, Brad Basista, Aundrea Green, Shirleen Tarangle

Raveille comes to us from the Sheriff's Office. Originally from California, her family moved to Phoenix when she was 16. She is congenial, generous, athletic and religious.

Aundrea spent the last 5 years as a Juvenile SO. She has a strong interest in criminal justice with aspirations of law school. Aundrea is inquisitive and direct with a proud penchant for purple.

Ted is another Michiganian? Michigander? A guy from Michigan. He retired from Juvenile IPS, relocated to Arizona, and now brings his expertise to Adult Probation. He is gregarious and helpful but also known for crushing hits on the hockey rink.

Joe's affable nature, optimistic outlook and law degree will serve him well as he embarks on his next profession as an adult probation officer. An Eagle Scout, a sailor, an investigator and negotiator, Joe continues life's grand adventure.

Dulcelinda began life in Yuma, Arizona. With her double degree in Political Science and Theater, she left ASU and obtained her first Maricopa County job in the Clerk of the Court's Office. She possesses a quiet determination to face any challenge that may come her way.

The effervescent Shirleen comes from California. She graduated from ASU and now calls the town of Goodyear home. Her curiosity and zest for life shines through when you first meet her. She always looks to open new doors so as never to miss out on "what could have been."

Finally, Serina may be described as strong and independent, a competitive athlete, and fiercely loyal. With a Masters Degree in Forensic Psychology and experience as both a victim's advocate for the AG's office in Tucson and a caseworker with DV offenders, she is ready for the next challenge.

Again, welcome to our new officers

Black Canyon Building Uses Blue to Make Green

By Bob Amavisca

In March 2008, BCB Standard Field Unit #32 employees, in cooperation with Community Restitution Program and Indirect Services Outgoing employees to collect aluminum cans and recyclable plastics throughout the building. The project was initiated to reduce landfill contributions from BCB. Aluminum can proceeds will be used to raise money for the Garfield Center's annual Thanksgiving Community meal. Collection sites have been established throughout the building using specially designed blue bags. Thus far, two to four 55-gallon blue bags have been filled each month, with the plastic bags transported to the cities of Peoria or Glendale for recycling. And aluminum can collections have netted approximately \$12.00 monthly since the program was launched.



Surfing for EBP on the Net? Introducing Evidence-Based Practices website for Maricopa County



The Quality Assistance Team along with Planning and Research is excited to announce the EBP website is up and running. There are numerous research articles and links to EBP, useful in increasing your knowledge on EBP, and the latest research on what works in reducing recidivism.

Please take a minute and go to the MCAPD Intranet page, under [News and Reports](#) there is a sub-heading: [Evidence-Based](#). The second option is [Evidence-Based Practices](#), click on that and the different sections come up for you. Here is a brief overview.

Section I: Evidence-Based Practices deals with research articles on EBP and hyperlinks to other agencies (some of which have crime statistics or other information). Each website has a synopsis next to it, so you have an idea what the agency is about.

Section II: Assessments-this section has everything you want to know about assessments and all the forms you need when completing an OST or a FROST.

Section III: Case Management Plans, this section includes the various forms that help when completing a case plan. There is more planned for this section.

Section IV: Communication- this section has information and articles on different styles of communication.

Section V: Manger's Tool Box-this section has a variety of ideas for activities for meetings and how to present the exercises.

Section VI: Collaboration –this link has other agency links but is under construction.

Section VII: Strategies and Tips for Staff has forms to use with probationers. As new forms are developed they will be added to the section.

This site is filled with information, links to web sites, and useful items that can increase your use of the practices that have been found to reduce recidivism while increasing positive behavior change!

Tricia O'Connor: 602.619.0933 Julie George-Klein: 602.619.2981 Mary Anne Boyden 602.619.3162

The Adult Probation Youthful Offender Unit

By **Deneen Bertucci**

In July of 1997, new legislation took effect in Arizona that allowed juvenile offenders to be automatically transferred to the adult court system without a remand hearing. In an effort to consolidate these cases for more effective supervision, the Youthful Offender Unit was created in January of 2007. The unit consists of 4 standard probation officers and 3 IPS teams housed at the three main regional offices.

Generally, these young offenders are placed on supervision for violent offenses such as armed robbery, aggravated assault, and aggravated assault on correctional officers at juvenile detention facilities. The youngest remand I have met was 14 years old. Many of these probationers are active or past gang members.

Continued on page 9

Most of the population is male, although young females are also represented in this group. These individuals tend to have lengthy juvenile records with multiple probation grants or Juvenile Department of Corrections (JDOC) commitments. Many lack a high school education or GED, quite a few are already parents, and almost all have demonstrated low impulse control and poor decision making skills. However, the officers that supervise them describe this group as funny and likeable. At times their lack of maturity and life experiences have created some interesting situations!

One unique part of the Youthful Offender Program is the Juvenile Transfer Offender Program Court, more commonly known as JTOP. This court was created in 2000 with the goal of addressing less serious issues of noncompliance to avoid a petition to revoke. These young offenders are frequently placed on probation for class 2 or 3 felonies, and revocation could result in a lengthy prison term. JTOP provides a way to deal with their behavioral issues while they continue growing up and learning better decision making skills. JTOP Court is currently presided over by Judge Warren Granville. Participants can be on either standard or intensive probation supervision. If the offender is under 18 at the time of sentencing, the presentence writer can recommend participation in JTOP as a Condition of Probation. Court sessions are held once a month during which the probationer's progress with school, employment, counseling, and other areas are reviewed. Depending on the probationer's performance, the probation officer can recommend a reward or consequence. Rewards consist of gift cards to a local merchant or skipping court the next month. A probationer can earn a reward for such activities as obtaining their GED or maintaining a job. Sanctions can include the imposition of a curfew, ordering up to 100 hours of community service, or serving jail time. Judge Granville can impose a short weekend in jail as a wake-up call, or up to sixty days for more serious infractions. Surveys given to the program participants indicate they feel their actions in the community are influenced by the fact that they know they will have to appear before Judge Granville each month to discuss their choices. The rewards are also appreciated, even if it is simply a round of applause from the courtroom.

This is a brief glimpse of some of the activities occurring within the Youthful Offender Unit. It is a challenging but rewarding assignment. Coincidentally, there is a possible opening for our standard caseload at the Black Canyon Office due to a recent retirement. If you are interested in working with this unique population, consider submitting your name on the wish list.

6th Annual Walk to End Domestic Violence

By Linda Rampersaud-Dore

Early Saturday morning on April 26, 2008 over four thousand individuals showed their support by attending the 6th annual Walk to End Domestic Violence. Purple balloons could be seen littering sponsor tents and the sky. A band played after Governor Napolitano gave a speech. Wooden statues memorializing fallen victims of domestic violence and their tragic stories formed a solemn walkway through Wesley Bolin Plaza. The purpose of the event was to raise money and awareness for domestic violence causes. Participants included: survivors, families of victims, sponsors, and various agencies. Among those were officers from our own domestic violence unit and their families. Attendees from every race, gender, and age participated, some whom wore shirts bearing the names or photos of a loved one lost. Although it was a sad reminder of the seriousness and lethality of domestic violence, it demonstrated how a community could unite to raise awareness for an important cause.



Adult Probation - “Of The Year Awards”

By Shari Andersen-Head

On May 7, 2008, the Maricopa County Adult Probation Department celebrated its “Of The Year Awards” at the Black Canyon Building. Among family, friends, co-workers and administration, four deserving individuals received this annual award. Below are the excerpts that were shared during the award ceremony. Congratulations for a job well done.



L to R: Barbara Goree, Bob Kaliszczik, Melissa Filas, Jason Overmyer

“2007 Employee Of The Year”

Bob Kaliszczik

Bob Kaliszczik is the department’s Community Housing Rehabilitation Program Manager. As such, he performs major renovations on commercial buildings for non-profit organizations in the community and provides construction support for the Court and probation department, utilizing probationer work crews. He is the driving force behind the Restorative Justice Coalition as he initiates, coordinates and completes all of the projects they ultimately support.

Bob has been recognized repeatedly for his professionalism and excellent work product. In the last year he has received letters of thanks from several agencies, a plaque of appreciation from the Keys Community Center and was nominated for a Community Recognition award by the Booker T. Washington School for his dedication to their center as well as other Head Start facilities. If it were not for Bob K, these Head Start Schools would have had difficulty remaining in compliance with State Child Care Licensing regulations.

Bob completed major projects for the Arizona Children’s Association, the Salvation Army in Tempe, the Golden Gate Community Center and CHEERS. In his spare time Bob has made improvements to the Coronado office and he has been the person most responsible for the major renovations that have taken place at the Garfield facility.

“2007 Supervisor Of The Year”

Melissa Filas

Melissa Filas exemplifies several traits normally found only in textbook examples. This year, Melissa was involved with the opening of the new Sunnyslope Office. This is a smaller office, consisting of just one field unit and one support employee, so coming from a larger office, this transition presented some challenges; however, these were quickly overcome, without disruption, due to Melissa’s leadership.

Melissa consistently displays a positive attitude and fosters the positive in her employees. The Sunnyslope office enjoys excellent morale due to Melissa’s up-beat approach. An employee recently reported that “Melissa has been awesome in teaching and leading the unit. The Sunnyslope unit’s morale is better than most, due in large part to Melissa’s attitude.”

Continued on page 11

Melissa does an excellent job incorporating the Department's Mission into her day-to-day activities by closely following policy and employing MI concepts into her supervision of staff and when working with clients.

Melissa is always the first to volunteer to participate in special projects or getting involved with community activities, including John C. Lincoln Hospital and the Sunnyslope Village Alliance. Additionally, she always volunteers for supervisor coverage at other offices.

Melissa's positive energy and team-spirit make her deserving of supervisor of the year.

"2007 Probation Officer Of The Year" *Jason Overmyer*

Jason supervises a transferred youth sex offender caseload and he has a positive attitude at all times. Most notable is his initiative and hard work. For approximately one year he was the only officer supervising this caseload, which is now three caseloads in total. Jason has done extensive research on attachment theory and wrap-around programs to improve our youthful offender program. This program was under intense legislative scrutiny yet numerous families testified to their positive experience working with Jason. Jason has always highly valued the inclusion of families with his clients for the best possible outcomes. He has worked with ease with families considered too difficult and those families have had nothing but positive comments regarding Jason's work with them and the clients have thrived! He has also helped educate on legislated principals, which ensures best resources for juveniles in the least restrictive environment. Jason completed a comprehensive proposal for MCAPD employees to volunteer for the Buddy Reader Program at Capitol Elementary School; a program for children in an impoverished area that read below grade level. Jason also received numerous accolades from both Court Liaison and his Division Director for his detailed, comprehensive case plans and Court reports.

"2007 Surveillance Officer Of The Year" *Barbara Goree*

Barb has established herself as a real "go to" surveillance officer when assistance is needed for contacts, searches, arrests, advice or any other assistance. Barb embodies the departments' mission through her efforts to seek changes in her probationer's lives and provide hope and safety to both victims and the community. I am impressed with her professionalism, calm demeanor, and communication skills.

Barb demonstrates her work ethic and dedication through yearly involvement in the Domestic Violence Round-up, participation in the yearly Walk to End Domestic Violence and service on the City of Glendale's Domestic Violence Task Force. Barb's efforts have been recognized through a Judicial Branch Award, a Proclamation from the Mayor of Glendale and numerous Spot and PRIDE Awards. In her personal life Barb volunteers her time with Andre House, by serving the homeless, with Greyhound Pets of America as an Adoption Coordinator, with Maricopa County Animal Care and Control as a kennel volunteer, and as a volunteer for Gabriel's Angels Therapy Dog Program where she utilizes her therapy dog in group homes for abused children.

Congratulations!

Canyon Corridor Weed & Seed Update

By: Bob Amavisca

The Canyon Corridor Weed & Seed recently acquired commercial office space at 2850 West Camelback Road. As a result, the location is now home to its Weed & Seed Grant Coordinator Nellie Ramon, TERROS participants for teen crime prevention programs and local Canyon Corridor Coalition members. Maricopa County Adult Probation has been a partner with this program since its inception. Working together with the community, local law enforcement and community service-based treatment providers, the program has completed service projects that include painting murals, playground renovations and even neighborhood cleanup projects.



On May 15, 2008, Adult Probation Officers Gabriel Velasco, Michael Moreno, and Cameron McGuire helped move surplus desk equipment out of the Weed & Seed site, so that TERROS Youth can use that room and free up an additional room for both TERROS Youth and the Coalition to plan projects.

Helping Those Who Help Us

By Lance Nickell

On Saturday 04/26/08, a group of officers were able to coordinate a community service project at the Arizona Law Enforcement Academy (A.L.E.A). This project focused on cleaning up trash around the academy grounds, which really helped make the entire facility look nicer. The Phoenix Police Department has allowed our Certified Firearms Instructors to train at A.L.E.A since 2003, and with more officers choosing to carry a department firearm, we use the facility quite frequently. For example, during the first quarter of 2008, APD held 10 practice shoots, 4 annual qualification days, and a full 40-hour firearms academy.



Congratulations & Thank You!

Twenty Years of Service

Linda Ettari
Teresa Yetmar
Samuel Catlett
Donald Thompson
Robert Dennis

Fifteen Years of Service

Jeff Doria
Abilio Aranda
Barbara Bartelme
Kim Cullinan
Yvette Dimas
Cynthia Goyette
Dawn Hamilton
Michael Hodge
Daniel Maynard
Jo Ann Roskoski
Rebecca Shackelton
James Sine
Jeff Smalley
Donna Vittori

Five Years of Service

Autumn Freeman
Barbara Goree
Ralph Pagano
Stephanie Spencer
Sandra Richards

Ten Years of Service

Amy Ahrens
Kevin Bacchus
George Boyd
Jennifer Ferguson
Clifford Ford
Pamela Fowler
Donald Kaliski
Michael Lysfjord
Kimberly McCurtain
Ted Milham
Linda Peterik
Carol Scott
Bricia Zavala
Timberly Matson
Patrick Ward
Mary Beck
Juanita Bermudez
Paul Krasselt
Linda Dilgard
Karen Signorile



Thanks to Our Writers

Contributing Writers

Eric Marmont
 Maria Teresa-Martinez
 Penny Stinson
 Alan Henry
 Tricia O'Connor
 Julie George-Klein
 Mary Anne Boyden
 Daneen Bertucci
 Bob Amavisca
 Lance Nickell
 Linda Rampersaud-Dore
 Bob Amavisca

Chronicle Staff

Barbara Broderick
 Rebecca Loftus
 Shari Andersen-Head
 Cathy Wyse
 Ed Guerrero

Chronicle Editorial Policy:

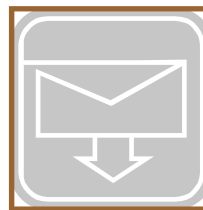
- All articles and pictures submitted for publication in *The Chronicle* are subject to acceptance and editing.
- If an article receives significant edits, changes, additions, or deletions it will be returned to the writer for review before publication
- Good quality photos focusing upon the subject of the article may be submitted. All people in photos must be identified.
- All non-employees in pictures and in articles must have a signed Publications-Consent for Release of Information on file. A copy can be obtained from Shari Andersen-Head.
- Articles submitted for *The Chronicle* may be reproduced in other publications.

Production Manager

Shari Andersen-Head
 (602) 372-0302
Heads@apd.maricopa.gov

Editor

Rebecca Loftus
 (602) 506-4419



Interested in submitting articles, announcements or success stories to The Chronicle?

Or

Joining our e-mail list & having The Chronicle sent to you automatically each publication?

E-mail submissions to Shari Andersen-Head at Heads@apd.maricopa.gov



Access *The Chronicle* on-line at:

<http://www.superiorcourt.maricopa.gov/AdultProbation/NewsAndReports/Chronicle.asp>

Or

Via the intranet at:

<http://courts.maricopa.gov/apd/chronicle/index.asp>