

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

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

I. Meeting Convened

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

II. Commission Discussion of Appeal Process

Alexandra Crandall joined the meeting on behalf of legal counsel, Scot Claus, who was unable to attend until later in the meeting.

Motion: Commissioner Burg moved to suspend the Regular Session and enter an Executive Session.

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

The Commission entered Executive Session with Alexandra Crandall at 2:07 p.m.

The Regular Session reconvened at 2:53 p.m. following the Executive Session.

III. Executive Session

IV. Approval of the Minutes

The Commission reviewed the draft minutes of the July 24, 2025 Special Session Meeting.

Motion: Commissioner Eiler moved to approve the minutes of the July 24, 2025 Special Session Meeting, amended as follows:

- Remove “and one abstention for an absent commission member” from the wording of the motions.
- Add that Jonathan Taylor left the meeting following the Commission’s vote on the appeal.

Commissioner Burg seconded the motion. Commissioners Burg, Eiler and Geddes voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb.

Motion: Commissioner Eiler moved to approve the minutes of the July 24, 2025 Executive Session Meeting, amended as follows:

- remove “and one abstention for an absent commission member” from the wording of the motions.

Commissioner Burg seconded the motion. Commissioners Burg, Eiler and Geddes voted in favor. The motion passed with no oppositions and one abstention from Commissioner Newcomb.

Motion: Commissioner Burg moved to approve the minutes of the September 2, 2025 General Session Meeting, amended as follows:

- Clarify that Commissioner Newcomb abstained from voting as he was not present at prior discussions.

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

Motion: Commissioner Eiler moved to approve the minutes of the September 2, 2025 Executive Session Meeting, amended as follows:

- Clarify that Commissioner Newcomb abstained from voting as he was not present at prior discussions.

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

V. Appeals pending decision

Secretary Fish reported there were no appeals pending decision.

VI. Appeals For Notification of Status

Secretary Fish advised the Commission that the appeal regarding Kathleen Cassatt v Maricopa County Adult Probation Department was withdrawn and that there were no other appeals at this time.

VII. Outcome of the Review of how the Annual Report has been used and requirement for Commission approval

Secretary Fish reported that there was no evidence that the annual report had historically been accepted or approved by motion. The document has historically been provided annually to the Commission at its September meeting for information.

VIII. Future Agenda Items

The Commission agreed to hold its next meeting on March 3, 2026.

Secretary Fish summarized the following potential agenda items for future meetings:

- Proposed meeting schedule for 2026.
- Review of the Arizona Attorney General Handbook regarding deliberations at a public meeting.
- Review of the Rules for conformity with the statute regarding probation officers and burden of proof.
- Review of Hearing Officer's Handbook and Appellant Handbook.

The Commission acknowledged that the review of the Hearing Officer's Report Template was on the agenda for discussion at this meeting but agreed to postpone this review to the next meeting, once more information can be provided.

Motion: Commissioner Geddes moved to postpone the review of the Hearing Officer's Report Template to a future Commission meeting pending receipt of additional information from legal counsel and Commission review.

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

IX. Call to the Public

No response was received to the Call to the Public.

X. Meeting Adjournment

Motion: Commissioner Eiler moved to adjourn the meeting.

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

The meeting adjourned at 3:11 p.m. on Tuesday, December 2, 2025.